



Lovemore Project Code of Conduct

1. Purpose

This Code of Conduct outlines the expected behaviours and responsibilities of all persons engaged with the Lovemore Project. It is designed to ensure that our operations uphold the highest standards of integrity, professionalism, and accountability, in alignment with our mission and ACFID Code of Conduct requirements.

2. Scope

This Code applies to all Lovemore Project personnel, including board members, staff, volunteers, interns, contractors, consultants, and partner representatives.

3. Guiding Principles

All personnel must:

- Demonstrate honesty, integrity, and transparency in all work.
- Treat others with respect, dignity, and fairness.
- Act in the best interests of Lovemore Project and the communities we serve.
- Uphold and promote human rights, equity, and inclusion.
- Protect children and vulnerable individuals from harm.

4. Personal and Professional Conduct

- Child: Anyone under the age of 18.
- Child abuse: Includes physical abuse, emotional abuse, neglect, sexual abuse, exploitation, and exposure to family and domestic violence.
- Safeguarding: Actions taken to promote the welfare of children and protect them from harm.

5. Child Safeguarding

All personnel must:

- Comply with the Lovemore Project Child Safeguarding Policy.
- Never engage in behaviour that could be construed as abusive, exploitative, or neglectful toward a child.
- Report any suspected or actual child abuse or policy breaches immediately.

6. Prevention of Sexual Exploitation, Abuse and Harassment (PSEAH)

You must:

- Never engage in sexual exploitation, abuse or harassment of anyone.
- Not engage in sexual relationships with program participants or beneficiaries.
- Report any concerns or breaches in accordance with Lovemore Project policies.





7. Conflict of Interest

- Declare any actual or potential conflicts of interest promptly.
- Avoid personal gain from situations related to your position.

8. Use of Resources

- Use Lovemore Project resources, funds, and equipment ethically and responsibly.
- Do not use organisational assets for personal benefit without authorisation.

9. Financial Integrity

- Uphold the highest standards of financial accountability and transparency.
- Comply with anti-fraud, anti-corruption, and anti-money laundering policies.

10. Confidentiality and Privacy

- Respect and protect confidential and sensitive information.
- Comply with the Privacy Policy and relevant data protection laws.

11. Reporting Misconduct

- Report suspected breaches of this Code, including child abuse, exploitation, corruption or unethical behaviour.
- Reports can be made to the Director/Project Coordinator or through the Whistleblower Procedure.
- Retaliation against whistleblowers will not be tolerated.

12. Compliance

All personnel must:

- Read, understand, and sign this Code as a condition of engagement.
- Participate in training related to this Code.
- Cooperate with investigations of misconduct.





13. Breaches

- Violations of this Code may result in disciplinary action, including dismissal, termination of contract, or referral to law enforcement authorities.

14. Related Policies

- Child Safeguarding Policy
- PSEAH Policy
- Whistleblower Policy
- Complaints Handling Policy
- Conflict of Interest Policy
- Privacy Policy

