



## Code of Conduct

### Introduction

This Code of Conduct has been prepared in collaboration with The Latrobe Valley Eisteddfod Traralgon Inc., Moe Dance Eisteddfod Inc., Morwell Festival of Dance Inc. and City of Sale Eisteddfod Inc. (the Eisteddfods).

### Purpose

The Eisteddfods are committed to ensuring the safety and wellbeing of everyone at all times and treating competitors, teachers, families and volunteers involved with the event with respect. The purpose of the Code of Conduct is to establish a clear standard of behaviour which is expected from the Eisteddfods committee members, volunteers, employees, contractors, competitors and teachers. The clarification of these expectations reinforces our commitment to respect, fairness and high social and ethical standards within each of the Eisteddfods environments. It is designed to assist all involved with the Eisteddfods in understanding what are acceptable and unacceptable behaviours. It also aims to protect children and mitigate any opportunities for abuse or harm to occur.

The Eisteddfods have a clear expectation of appropriate work standards so we can foster a positive environment based on mutual trust, respect and integrity, where everyone's rights are maintained and we all act lawfully and with integrity with all dealings within the environment. This will assist in fostering a collaborative and safe workplace for all employees and volunteers and a safe performance space for Competitors

Volunteers, Committee, Competitors, Contractors, Teachers and anyone in the Eisteddfods environment will:

- Act in accordance with the legislation and policies that are applicable to the Eisteddfod, including Child Safety and Wellbeing Policy.
- Follow lawful and reasonable directives from the committee.
- Promote the interest of the Eisteddfods organisation.
- Treat each other, participants, families, teaching staff, contractors and suppliers with respect, fairness and consideration, including listening to and valuing their ideas and opinions.
- Maintain a duty of care towards others involved in the Eisteddfods activities.
- Welcome all children, families and carers.
- Be fair, considerate and honest.
- Respect cultural, religious and political differences and act in a culturally sensitive way.
- Not tolerate misconduct or inappropriate behaviour and will inform the Eisteddfods Executive Committee if they are witness to this.
- Maintain confidentiality and respect privacy of performers, their families and teachers/carers, not disclosing or misusing information obtained by the Eisteddfods or themselves, other than to people who have genuine need to know.

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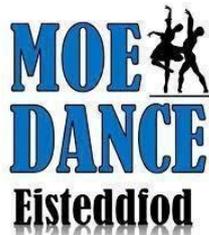
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Latrobe Valley Eisteddfod Inc. | Phone: (03) 5175 2335 | Web: [www.lve.org.au](http://www.lve.org.au)

Moe Dance Eisteddfod Inc. | Phone: 0481 778 655 | Web: [www.moedanceeisteddfod.org.au](http://www.moedanceeisteddfod.org.au)

Morwell Festival of Dance Inc. | Phone: 0409 513 328 | Web: [www.morwellfestivalofdance.org](http://www.morwellfestivalofdance.org)

City of Sale Eisteddfod Inc. | Phone: 0455 660 062 | Web: [www.saleeisteddfod.org.au](http://www.saleeisteddfod.org.au)



- Not be involved in any activity that may cause conflict of interest.
- Perform their role and actions with professionalism, care and responsibility.
- Be ever mindful of the health, wellbeing and safety of yourself and others in the environment.
- Uphold the principles of equal opportunity, not participate in victimisation, bullying, sexual harassment, discrimination or any other antisocial behaviour.
- Maintain strict impartiality.
- Establish and maintain a child safe environment for children and young people.
- Treat children and young people with respect and value their ideas and opinions.
- Listen to children and respond to them appropriately.
- Act as positive role models in their conduct with children and young people, including modelling appropriate adult behaviour.
- Comply with specific organisational guidelines with physical conduct with children.
- Work/interact with children in an open and transparent way – other adults should always know about the work you are doing with children.
- Contact the Police if a child is at immediate risk of abuse (Telephone 000).

No person shall:

- Shame, humiliate, oppress, belittle or degrade anyone, including, children or young people.
- Behave in a manner that would be disrespectful to any persons cultural, religious and political beliefs and act in a culturally insensitive way.
- Unlawfully discriminate against any child.
- Engage in any activity with a child or young person that is likely to physically or emotionally harm them.
- Use prejudice, oppressive behaviour or language with children.
- Initiate unnecessary physical contact with a child or young person, or do things of a personal nature for them that they can do for themselves.
- Be alone with a child or young person unnecessarily and for more than a very short time.
- Develop a “special” relationship with a specific child or young person for their own needs.
- Show favouritism through the provision of gifts or inappropriate attention.
- Seek to use children in any way to meet the needs of adults.
- Arrange contact, including online contact, with children or young people outside of the organisation programs and activities.
- Photograph or video a child or young person without the consent of the child and parent or guardian.
- Work with children or young people while under the influence of alcohol or illegal drugs.

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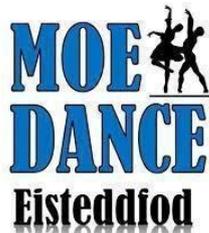
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- Engage in open discussions of a mature or adult nature in the presence of children.
- Ignore or disregard any concerns, suspicions or disclosures of child abuse.
- Use inappropriate language in the presence of children.
- Do anything in contravention of the organisations policies, procedures or this Code of Conduct.

### **Breach of Code of Conduct**

If you breach this Code of Conduct you will face disciplinary action, including and up to termination of employment, cessation of engagement with the Eisteddfods and possible legal action.

### **Reviewing**

Every (2) years, and following every reportable incident, a review shall be conducted to assess whether the organisation's Code of Conduct and procedures require modification to better protect people under the Eisteddfods care.

### **Related Documents**

This Policy must be read in conjunction with:

- The Laws of the Commonwealth and the State of Victoria.
- The Eisteddfods Child Safety and Wellbeing Policy.
- Child Safety Complaint Handling Process

*Next Due for Review: November 2026 (for 2027 Eisteddfods)*

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