

## Simple Code of Conduct

### Who this is for

This simplified version of the FOCUS leaders code of conduct is written for trainees at ADF training bases to have a clear idea of what to expect of FOCUS leaders (staff and volunteers).

The code of conduct applies to leaders involved in FOCUS training base ministries, including but not limited to ADFA, ALTC, HMAS Cerberus, and RAAF East Sale.

### What you can expect

The key requirement for FOCUS leaders is that they speak and act in a way that commends the gospel of the Lord Jesus Christ. The rest of the code flows from this principle.

As such, in line with Biblical principles, our leaders commit to:

- keeping trainees safe
- relating to others with humility, respect, integrity, patience, gentleness and generosity
- avoiding drunkenness and any hint of sexual immorality
- respecting ADF traditions and chains-of-command
- complying with relevant instructions and orders for ADF bases, including any applicable Defence youth safety policies
- seeking regular Bible teaching and encouragement through a local church
- seeking support and encouragement from FOCUS staff and the governing board of FOCUS Military Ministry
- acknowledging the support and ministry of the base Chaplain(s)
- resolving conflict at the lowest level

### What you can do

If you think a leader is not acting or speaking in a way that reflects these expectations, please tell someone immediately. If possible and appropriate, tell the leader directly. Otherwise, tell the FOCUS team leader at your base (Neil Auranaune, James Leitch, Cam Eastman or Adam Nickson) or the FOCUS national leader (Pete Ritchie 0422 798 288). If you don't feel this is appropriate, please discuss the concern with a chaplain from your training base.

Please also check and follow any relevant Defence instructions for what to report and to whom, at your local base.

If a leader has committed a crime, report it to the police immediately.