

Code of Conduct Policy

Effective Date:	07/2025
Date of Last Revision:	08/2025
Version No.:	5.0
Policy Contact:	policies@destinyrescue.org
Next Review Date:	08/2030
Applies To:	DRA Staff

1. Preamble

- 1.1. Destiny Rescue International (DRI), as the governing entity, and Destiny Rescue Australia (DRA), under the authority of DRI, are committed to upholding the highest ethical standards in line with our Christian mission and values. This Code of Conduct sets clear expectations regarding the professional and personal behavior of all DRA staff.

2. Purpose

- 2.1. The purpose of this Code of Conduct is to define expectations of conduct consistent with our Christian values and organizational standards. Breaches may result in disciplinary actions, up to and including dismissal.

3. Scope

- 3.1. This policy applies to all staff employed by DRA.

4. Definitions

- 4.1.

5. Policy Statement

5.1. Mission and Values

- 5.2. Destiny Rescue exists to rescue children from sexual exploitation and human trafficking and equip them to stay free. All staff are expected to live and act in ways that honor and reflect this mission.

5.3. Code of Conduct Standards

5.4. As a DRA employee, I will uphold the Organizational Integrity and Christian Values:

- 5.4.1. Conduct myself in a manner consistent with Destiny Rescue's Christian values.
- 5.4.2. Treat all individuals with dignity and respect, regardless of background or circumstances.
- 5.4.3. Comply with local laws, cultural customs, and organizational standards, adhering strictly to whichever sets the highest ethical expectation.
- 5.4.4. Ensure my behavior and actions reflect positively upon DRA and DRI.

5.5. Prohibit Abusive or Exploitative Behavior:

- 5.5.1. Not engage in sexual activity with minors (individuals under 18). A mistaken belief about age is no defense.
- 5.5.2. Never exchange money, goods, services, or assistance for sexual acts or favors.
- 5.5.3. Avoid commercial exploitation, child labor, trafficking, or any abusive practices toward children or vulnerable adults.
- 5.5.4. Avoid physical, emotional, or psychological harm to children or vulnerable individuals.
- 5.5.5. Whenever possible, ensure another adult is present when interacting with children or vulnerable persons.

5.6. Responsible Image Usage:

- 5.6.1. Always obtain documented informed consent when photographing or filming individuals, particularly children or survivors, respecting their dignity and privacy.
- 5.6.2. Represent subjects honestly, respectfully, and in culturally appropriate contexts.

5.7. Ensure Health, Safety, and Welfare:

- 5.7.1. Adhere strictly to health and safety policies, including remote working environments.
- 5.7.2. Proactively identify and mitigate risks, maintaining open communication about safety concerns.

5.8. Responsible Use of Resources:

- 5.8.1. Manage and use DRA's assets responsibly, ensuring transparent and accountable stewardship of resources.

- 5.8.2. Not use DRA IT or communications tools for inappropriate, illegal, or unethical activities.
- 5.9. Conflict of Interest:
 - 5.9.1. Avoid, disclose, and manage conflicts of interest transparently.
 - 5.9.2. Never offer, promise, or accept bribes or inappropriate gifts.
 - 5.9.3. Declare personal or family interests that could influence professional judgment or actions.
- 5.10. Confidentiality:
 - 5.10.1. Maintain confidentiality regarding sensitive or proprietary information obtained during employment, except where legally mandated to disclose.
- 5.11. Reporting Obligations:
 - 5.11.1. Immediately report any potential breaches of this Code to a supervisor, senior manager, or HR.
 - 5.11.2. Follow established procedures detailed in the Whistleblower and Complaints Policies.
- 5.12. Breach of the Code:
 - 5.12.1. Understand that any breach of this Code may lead to disciplinary actions, up to and including termination of employment, and may involve reporting to legal authorities.

6. Related Policies, Procedures, Forms, Guidelines, and Other Resources

- 6.1. [Complaints Policy](#)
- 6.2. [Workplace Health and Safety Handbook](#)
- 6.3. [Whistleblower Policy](#)
- 6.4. [Vulnerable Persons Policy](#)

7. Policy Review

- 7.1. This policy may be revised periodically to align with best practices, legal requirements, and organizational needs.
- 7.2. Staff will be informed of any updates promptly.
- 7.3. Reviews will occur at a minimum every five years to maintain compliance and effectiveness.

8. Further Assistance

- 8.1. For further assistance or clarification on this policy, please contact HR at polices@destinyrescue.org.

9. Appendix

- 9.1. [Complaints Policy](#)
- 9.2. [Workplace Health and Safety Handbook](#)
- 9.3. [Whistleblower Policy](#)
- 9.4. [Vulnerable Persons Policy](#)

Declaration - Code of Conduct

I _____ have read (or received training) and understand this policy. I agree to follow and abide by the policy, procedures and guidelines set out herein. I understand that failure to do so may lead to disciplinary measures up to termination of employment.

Staff Signature_____ Date_____

Supervisors Signature_____ Date_____

Version:	Author:	Revision Date:	Description of Change:	Approved by:
1.0	Brent Dykes Kirwan	12/1/2021		Fiona Berkin
1.1	Brent Dykes Kirwan	15/3/2023	Removal of Alcohol	Fiona Berkin
2.0	Various	13/2/2023		Tony Kirwan
3.0	Chris Gribble/ Tony Kirwan	26/2/2024		Tony Kirwan
4.0	Various	19/2/2025	Compliance Updates	Tony Kirwan
5.0	Various	07/2025	Updated Alignment with DRI Authority & Christian Values	Tony Kirwan and DRA Board