

UKRAINIAN CATHOLIC CHURCH IN AUSTRALIA, NEW ZEALAND AND OCEANIA CODE OF CONDUCT



UKRAINIAN CATHOLIC CHURCH IN AUSTRALIA, NEW ZEALAND, AND OCEANIA

CODE OF CONDUCT

“How precious is your unfailing love, O God!

All humanity finds shelter in the shadow of your wings.”

Psalm 36:7-8

FOREWORD

This Code of Conduct (The Code) outlines the standard of behaviour, motivated by the teachings of Christ and expected of all those who minister and serve the Ukrainian Catholic Church in Australia, New Zealand and Oceania and its Eparchy of Saints Peter and Paul of Melbourne with its Parishes and Missions.

The mission of the Church directs the conduct of those who minister in and serve the Church, and who should strive to present and relate to the world with the Church’s mission in their language, symbols and actions. The reason for a particular Church endeavour and the way that activity is carried out, needs to be apparent and distinguishable.

In addition to the Code of Conduct, Canon Law, Code of Canons of the Eastern Churches, Particular Law of the Ukrainian Catholic Church, the Statutes of the Eparchy of Ss Peter and Paul of Melbourne for the Ukrainian Catholics in Australia, New Zealand and Oceania and Decrees of the Eparch are part of a series of codes, laws and statutes that govern the life of the Eparchy.

The Code does not supersede Canon or civil law, nor can it cover every situation. Generally, this Code does not apply to contractors and their employees, although depending on the nature of the engagement, some contractors and their employees may be required to abide by it and others may be required to acknowledge and respect it.

DOCUMENT INFORMATION

NAME OF POLICY	Code of Conduct
DESCRIPTION	A Code which promotes and encourages the highest standard of spiritual, social & ethical behaviour by those who serve the Church
POLICY SCOPE (policy applies to)	Clergy, Religious, Governing bodies of the Church, Employees, Volunteers, Council/Committee Members, and Third-Party Users of Church Property
POLICY STATUS	Revised Policy
POLICY CATEGORY	Committed leadership, governance & culture (NCSS Standard1)
POLICY SUB -CATEGORY	Embedding safeguarding of children in the Ukrainian Catholic Eparchy’s leadership and others who serve the Ukrainian Catholic Church in Australia New Zealand and Oceania.
APPROVAL AUTHORITY	Eparch Ukrainian Catholic Church in Australia, New Zealand & Oceania
GOVERNING AUTHORITY	Bishop’s Chancery, Parish Administrator & Safeguarding Committee
RESPONSIBLE OFFICER	Eparch/ Parish Administrator & Chair Eparchial Safeguarding Committee
APPROVAL DATE	July 4 2025
DATE OF POLICY REVIEW	July 2026



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1. PURPOSE

- 1.1 This document supports and upholds the principles and standards of the *Integrity in Our Common Mission* – a national code of conduct framework for Catholic Ministry and Service developed by the Australian Catholic Bishops’ Conference 2023.
- 1.2 This Code of Conduct sets out the standard of conduct expected of all those who serve the Ukrainian Catholic Church in Australia New Zealand and Oceania.

2. SCOPE

This Code of Conduct applies to Clergy, Religious, Employees, Volunteers, Committee & Council Members, and ThirdParty Users of Church Property (see the ‘Foreword’).

3. GOSPEL VALUES

- 3.1 Faith, Compassion, Forgiveness, Gentleness, Hope, Humility, Integrity, and Justice are brought to life in the way those who serve the Church relate to each other, serve others, and conduct what they do day to day in a manner that follows the example of Christ.
- 3.2 This also includes: respecting the dignity of each person; acknowledging the giftedness of each person and empowering individuals and groups to use their gifts; a commitment to building positive relationships through being welcoming, open, inclusive, honest, trustworthy and willing to share knowledge, skills, resources and insights; ensuring privacy and confidentiality and being accountable for actions.

4. STANDARDS TO BE OBSERVED

In keeping with Gospel Values, the Eparchy requires all people to whom this Code applies, to observe the following standards and obligations in fulfilling ministry, and other’s roles, and responsibilities.

4.1 Mission and Values of the Church

Uphold the mission, values, and traditions of the Ukrainian Catholic Church- Honesty and Integrity

- Act honestly and with integrity, impartiality and good stewardship at all times, carrying out ministry and service with sincere hearts and good will.
- Pray that the Holy Spirit guides those who minister and serve the Church, to work together to serve others, especially those in need.



- Identify and declare conflict of interest situations or potential conflicts of interest
- Minister and serve without being affected by alcohol, drugs or other substances.
- Take reasonable steps to protect and not disclose confidential information.
- Use all forms of social media platforms and online activities belonging to or connected with the Eparchy, in a responsible and appropriate manner.
- Avoid accepting any direct or indirect, gift or other benefit in connection with ministering or the performance of roles and responsibilities, particularly if it could be seen to directly or indirectly influence the outcome of a decision, unless it is in accordance with related Eparchial policy and procedure.
- Act appropriately so as not to bring the Church into disrepute.

Respect

- Act equitably, fairly, and reasonably.
- Treat others with honesty, respect, courtesy, and compassion.
- Avoid behaviour that could be perceived as harassment, discrimination, victimisation, bullying.
- Avoid behaviour that could reasonably be perceived as intimidating or threatening.
- Avoid behaviour that could be interpreted as inappropriate.

4.2 Legal and Regulatory Frameworks, Professional and Civil Standards

- Observe and comply with all Commonwealth, State and Local Laws, including the requirement for Working with Children Checks.
- Undertake relevant education, training and development, including in safeguarding and professional standing.

4.3 Safeguarding

- Act in accordance with National Catholic Safeguarding Standards and the National Response Protocol
- Think and act in the best interests of children and adults who are at risk
- Pay particular attention to the needs of children and adults at risk, including but not limited to:
 - Individuals who are elderly, are living with a disability, are suffering from an illness, or who are otherwise at risk.
 - Children and adults of diverse backgrounds, including the diaspora Ukrainian Catholic Church Community in Australia, New Zealand & Oceania.
 - More recent arrivals from Ukraine who may have cultural, language, psychological, physical, monetary and social difficulties
- Be aware of the inherent power imbalance that exists in the provision of ministry and services between members of the Clergy and members of the Church Community and at all times respond to that power imbalance with understanding, respect and integrity.
- Be aware that engagement directly with a child/vulnerable adult after hours or service-related events without parental/guardian/carer consent, is inappropriate.
- Respond and report any concerns, observations or disclosures of possible harm or abuse following Eparchial/Parish Complaints Policy.

4.4 Formation

- Attend to own spiritual, physical, social, mental and emotional wellbeing and seek additional support as needed.
- Undertake relevant education, training and development, particularly in ministerial ethics and safeguarding.
- Have professional/pastoral supervision with a registered, independent supervisor if in a ministry role.

5. EPARCHIAL & PARISH OPERATIONS

5.1 Operational Practices

- Be familiar with and observe Eparchial Statutes, decrees, policies and procedures as amended from time to time.
- Minister and perform duties and responsibilities, diligently, ethically, and conscientiously.
- Maintain a respectful, co-operative, and collaborative approach to all operational relationships.
- Take all reasonable steps to resolve issues in a fair and timely manner.
- Exercise due diligence in identifying and minimising organisational risk.
- Engaging in any behaviour that may bring the Church into disrepute, is unacceptable.
- Behave appropriately and professionally at all after-hours service-related functions.
- Make public comment only when authorised to do so and in accordance with Eparchial policy.



5.2 Stewardship of Property, Facilities and Resources

- (i) Show consideration for the property and workplace of the Church and others.
- (ii) Use resources ethically & sustainably.
- (iii) Administer open and transparent financial and operational systems and be externally audited.
- (iv) Take appropriate action to ensure solvency.
- (v) Access or use information, including information on electronic systems and hard copy files, only for an authorised purpose.
- (vi) Comply with Eparchial policy and procedure relating to data and cyber security.
- (vii) Seek external, independent expertise when required.

5.3 Work Health and Safety

- (i) Maintain and observe all work, health and safety policies, procedures, and practices, on all Eparchial property.
- (ii) Identify and report all hazards, work health and safety issues, incidents and risks to one of the Church Directors, or the Bishops Chancery or Parish Administrator.
- (iii) Do not do any act or omission which may cause injury or harm to any other person or oneself.

5.4 Accountability

- (i) Be accountable for the work you undertake for or on behalf of the Eparch or Parish Administrator.
- (ii) Admit and take responsibility for mistakes or involvement in situations that result in unfavourable outcomes and work to rectify them as quickly as possible.
- (iii) Ensure those who have admitted mistakes are treated with fairness and dignity.
- (iv) Adhere to proper records and information management practices and procedure so that records are secure, complete, up to date and capable of providing organisational accountability.
- (v) Disclose and/or report suspected unethical behaviour or wrongdoing by an employee, clergy, volunteer, or consultant to the Bishops Chancery or the Parish Administrator or Chair of the Safeguarding Committee.

5.5 Decision Making

- (i) Exercise a high standard of professional and ethical judgement, making decisions fairly, objectively and without bias and damage to the reputation of the Church.

6. ASSISTANCE

Where a member of the Church Community has queries or concerns about what is acceptable or unacceptable behaviour and cannot identify or resolve their concerns by application of the standards outlined in this Code, guidance should be sought from the Bishop's Chancery or the Parish Administrator or Chair of the Safeguarding Committee.

7. BREACH OF CODE

7.1 The Eparchy shall take all alleged breaches of the Code of Conduct seriously. Alleged breaches shall be investigated by the Bishop's Chancery, Parish Administrator or Chair of the Safeguarding Committee, and action may be taken against a person who is found in breach of this Code, in accordance with legislation, Canon & Particular Law and Eparchial Statutes and Policies.

7.2 Management of breaches of the Eparchy's Code of Conduct are outlined in the Eparchy's Complaints Policy, including details of the appropriate contact person and processes that are in place to address complaints.

7.3 Complaints concerning allegations of conduct by consultants, contractors & third-party users of church property that may breach this Code of Conduct will be investigated and action may be taken to remove the person from their engagement with the Eparchy if found to be in breach of this Code.

7.4 If a person becomes aware of a possible breach of the Code, this should be raised with the Bishop's Chancery/Parish Administrator or Chair of the Safeguarding Committee.

7.5 In certain circumstances a protected disclosure may be made such as in a Whistleblower Situation. The Eparchy/Parish will investigate and support and protect disclosers.

7.6 Any personal threats, emergencies and serious incidents where the law may have been broken, should be reported to the police & the Eparch/Parish Administrator.

7.7 This code does not stop any person who serves the Church, taking an action external to Eparchial processes.



8. RELATED DOCUMENTS

Australian Bishops' Conference: ***Integrity in Our Common Mission (www.catholic.au)***, Canberra, November 2023

Australian Bishops' Conference: ***National Response Protocol***, May 2022

Australian Catholic Safeguarding Ltd: ***Our Common Mission***, Melbourne, October 2022.

The Eparchy for Ukrainian Catholics in Australia, New Zealand and Oceania: ***Statutes (Revised 2016) of the Eparchy of Ss Peter and Paul of Melbourne for Ukrainian Catholics in Australia, New Zealand and Oceania***, Melbourne, 18 April 2016.

The Synod of Bishops of the Ukrainian Catholic Church (UCC): ***Pastoral Plan "Hope to which the Lord calls us."*** Przemyśl (Poland), 15-17 July 2022.

