



Raise Foundation – Code of Conduct

Last reviewed: June 2025

Owned by: People & Culture

Contact: people@raise.org.au

Purpose

Raise Foundation is committed to maintaining the highest standards of ethical, lawful, and professional conduct. This Code of Conduct outlines the expectations for all individuals engaged with Raise, supporting a safe, respectful, and inclusive environment for our people and the young people we support.

Scope

This Code applies to all Raise Foundation representatives, including:

- Employees (permanent, fixed-term, casual)
- Volunteers
- Contractors, consultants and agency workers
- Board members

Core Conduct Expectations

All Raise representatives must:

- Act with honesty, integrity, and fairness
- Prioritise the safety and wellbeing of young people in line with the Child Safe Standards
- Treat all people with dignity, respect, and inclusiveness
- Uphold confidentiality and privacy, including after leaving Raise
- Use Raise property and resources responsibly
- Comply with all Raise policies and procedures
- Follow all lawful and reasonable instructions

Professionalism and Risk Management

Raise representatives must:

- Avoid conflicts of interest and disclose any secondary employment or personal interests that could influence decision making
- Refrain from accepting gifts or benefits that could be perceived to influence their conduct (unless permitted by policy)



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- Not speak to the media or make public statements about Raise without prior authorisation
- Refrain from posting content on social media or any public forum that could harm Raise's reputation
- Not use Raise systems to access or share offensive, discriminatory, or explicit material
- Never attend a Raise workplace or school program under the influence of alcohol or prohibited drugs

Compliance and Accountability

Breaches of this Code will be taken seriously and may result in disciplinary action, including termination of employment or volunteer engagement. Serious breaches may be referred to external authorities. Concerns should be reported promptly to a manager or the People & Culture Director.

Related Policies

This Code should be read in conjunction with Raise's policies and procedures, including:

- Conflict of Interest Policy
- Complaints and Grievance Procedure
- Diversity, Equity and Inclusion Policy (forthcoming)
- Work Health and Safety Policy (forthcoming)
- Workplace Behaviour and Equal Opportunity
- Youth Safety Policy and Framework

Access and Review

This Code is available on Employment Hero and the Raise website. It will be reviewed regularly and updated at the discretion of Raise Foundation. All individuals are expected to read, understand, and acknowledge this Code as part of their engagement with Raise.