

Professional Code of Conduct

The SCA Chaplains Code of Conduct (of July 23 2007) requires chaplains to be personally responsible and accountable for their practice and conduct as provided by this Code.

Section 1.01 Code of Ethics

(a) Ethical Standards for Sports Chaplaincy Australia (Hereafter known as SCA)

1. SCA shall promote integrity, competence, respect for the dignity of all persons, and collegiality among its chaplains.
2. SCA shall work for the improvement and growth of pastoral care according to its mission.
3. SCA in conformity to its by-laws shall provide structures and resources to maintain its Standards and promote its educational programs.
4. SCA shall follow its by-laws, policies, and processes in holding itself and its chaplains accountable to its standards for competency and ethical behaviour.

(b) Ethical Standards for Chaplains

1. Chaplains are to be committed Christians who hold to the Statement of Faith and the doctrines held by their relevant fellowship / denomination.
2. Chaplains are to be qualified, accredited and approved by a participating Church Authority for a professional appointment in the pastoral, spiritual and religious care of clients.
3. Be a member of a local Church fellowship and actively involved with regular attendance, etc.
4. Chaplains shall treat all persons with dignity and respect.
5. Chaplains shall serve all persons without discrimination regardless of religion, faith group, race, ethnicity, sexual orientation, gender, age, or disability.
6. Chaplains shall demonstrate respect for the opinions, beliefs and professional endeavours of other chaplains, their colleagues and those with whom they have contact in their professional roles as chaplains.
7. Chaplains shall affirm the religious and spiritual freedom of all persons and refrain from imposing doctrinal positions or spiritual practices

on persons whom they encounter in their professional roles as chaplains.

8. Chaplains shall not condone or support unlawful discrimination against colleagues or others with whom they have contact in their professional roles as chaplains.

9. Chaplains shall be accountable for maintaining the integrity of the pastoral relationship. They will not use their professional position with, or knowledge of, another for personal gain. They shall refrain from emotional, financial, sexual or any other form of exploitation.

10. Chaplains shall not engage in sexual misconduct. Sexual misconduct includes sexual abuse, sexual exploitation and sexual harassment. Sexual harassment includes, but is not limited to: sexual advances; requests for sexual favours; verbal, physical or visual conduct of a sexual nature; any pattern of behaviour that would be perceived as sexual misconduct.

11. Chaplains shall respect the privacy of all persons.

12. Chaplains shall follow professional ethics and government privacy regulations regarding client confidentiality, sharing private information about those whom they serve only according to those ethics and regulations.

13. Chaplains shall refrain from relating experiences that expose the vulnerabilities of those served, or their families, to derision or ridicule.

14. Chaplains shall seek to guard the identities of those served in any consultations, presentations, or publications, without the expressed permission of those clients or their powers of attorney.

15. Chaplains shall respect the private communications of colleagues unless to do so would violate the safety and well-being of another, or be in conflict with the laws or policies of the state.

16. Chaplains shall conduct themselves with integrity in all their professional relationships including with those whom they serve, their colleagues, and the organisation that they serve.

17. Chaplains shall accurately represent their professional qualifications and affiliations.

18. Chaplains shall maintain accurate and current records, financial accounts, or other documents required in the course of their work.

19. Chaplains shall respond with honesty and timeliness to any commission or representative of SCA duly authorised to make inquiry into their work.

20. Chaplains shall provide SCA immediate notice of any complaint of unethical conduct made against them in a civil, criminal, ecclesiastical, employment or another professional organisation's forum. Chaplains will provide SCA, or appointee, in a timely fashion the information they request regarding the investigation, adjudication, dismissal or settlement of such complaint. Failure to report or provide accurate, full and truthful information constitutes a violation of this Code. A finding of unethical conduct in one of these forums may lead to discipline within SCA even if the event did not occur within the scope of the chaplain's professional role as a chaplain or a situation over which SCA would have jurisdiction.

21. Chaplains shall conform to SCA's expectations of competency.

22. Chaplains shall maintain an active relationship and good standing within the faith communities in which they are ordained, or commissioned or endorsed.

23. Chaplains shall pursue ongoing personal growth and professional development in theology, spirituality, pastoral skills, and other areas that enhance their professional proficiency.

24. Chaplains shall make referrals or obtain consultations when in the best interests of those served.

25. Chaplains shall take responsible action when they become aware that they themselves or another member is impaired or otherwise unable to maintain SCA's Code of Ethics or standards of professional competency.

26. Chaplains shall conform to SCA's expectations of professional behaviour.

27. Chaplains shall endeavour to enrich the mission and presence of the religious communities with which they work and are affiliated.

28. Chaplains shall seek to represent the best interests of those whom they serve giving voice to the vulnerable whenever possible.

29. Chaplains shall not knowingly use or permit others to use the chaplain's services to secure unfair personal or professional advantage.

30. Chaplains shall establish and maintain inter-professional relationships to foster partnerships and interdisciplinary cooperation.

Section 1.02 Standards of Conduct

a) Chaplains shall endeavour at all times to meet the following minimum requirements:

1. Meet or report to their Senior Minister or delegate on a regular basis (i.e., monthly) to discuss their ministry and to ensure that accountability and encouragement is being received.

2. Maintain the highest ethical standards in their own personal life.

3. Be personally accountable for their professional conduct to their Sports Governing Authority.

4. Respect and observe the rules and regulations of their Sports Governing Authority.

5. Seek Sports Governing Authority's guidance and clearance to exercise their chaplaincy ministry.

6. Seek to make contact with staff initially on their arrival each meeting/event.

7. Seek to safeguard the neutrality of their role by avoiding excessive partiality towards any particular group in their care.

8. Seek advice from SCA representatives on any new initiative in relation to, or, under the umbrella of their chaplaincy.

9. Be careful not to be critical of the sports organisation's administration or regular team practices.

10. Be a help to sports people, and avoid taking sides in disputes or negotiations.

11. When offered, graciously receive passes, uniforms and benefits, and avoid undue requests for additional privileges for others.

12. Refrain from taking advantage of their privileged position.

13. Maintain the highest standards of professional competence and integrity in the pastoral, spiritual and religious care of clients.

14. Exercise the greatest sensitivity and discretion in matters of confidentiality, privacy and respect for clients.

15. Be prepared to undertake such training and educational opportunities as may continue to improve professional development and skills in the care of clients.
16. Co-operate fully with industry professionals, chaplaincy colleagues and representatives of the Church in the care of clients.
17. Be aware at all times of the religious faith, practice and belief systems of clients.
18. When appropriate provide pastoral care and ministry for the spiritual needs of clients.
19. Ensure that no personal action or omission, within their area of responsibility, is contrary to the highest standards of care or to the welfare of clients.
20. Develop the trust of clients and treat that confidence as a holy trust.
21. Always seek to protect the privacy of the sportsperson from those seeking to take advantage of them and their story.
22. Under no circumstances give out names or details of any sports person or official who has made a commitment to Christ until that person themselves makes it public, or so gives permission.
23. Keep in touch with their State Coordinator and Code Coordinator on a regular basis.
24. Provide feedback and reports as requested by Coordinators making them aware of their progress, concerns, opportunities and issues. NB. It is incumbent upon all operatives to notify a State Coordinator of any issue or complaint made or raised by any person or organisation, which impinges in any way upon an operative or the ministry of SCA.
25. Notify State or Code Coordinators of other noted individuals worthy of consideration of the position of Chaplain.
26. Notify State Coordinators or National Office of a change of home church (A letter of introduction can be provided to introduce the chaplain to their new church home).
27. Stay informed on SCA and speak well of the organisation and its members.
28. Immediately contact the SCA National Office concerning any media opportunities that may be considered controversial in nature, or, is directly related to the ministry of SCA, its members or its operations. Operatives are strongly advised to

refrain from commenting to media without the approval of the National Office.

29. Follow the due process of application for placements of potential operatives. This includes discussing the potential operative with a State or Code Coordinator. Operatives are not at liberty to formally offer any chaplaincy position.
30. Attend official SCA gatherings and the annual National Forum/Conference.
31. Seek to interact with other SCA Chaplains for personal and corporate development.
32. Establish a regular and reliable prayer group for their ministry and the ministry of SCA.

Section 1.03 Statement of Faith

(a) SCA is committed to the basic truths of Christianity including:

1. There is one God and creator of all things who exists in three persons - Father, Son and Holy Spirit.
2. The Bible in its original languages is the inspired and infallible word of God and is our authority in all matters of faith and conduct.
3. Men and women were created to be in God's image but because of their rejection of God have damaged that relationship. Our rejection of God is deserving of his punishment.
4. God's response to our rejection was one of love and grace. He sent his son Jesus Christ into the world. Jesus Christ is both fully man and fully God. He came to restore the relationship between humanity and God by physically dying and rising again to life.
5. The only way we can be made right with God is by accepting the forgiveness that comes through trusting in Jesus Christ and his death on the cross and acknowledging him as Lord.
6. The indwelling and work of the person of the Holy Spirit in the life of the believer for salvation and service.
7. The one holy, universal Church to which all true believers belong.
8. Jesus will come again to judge this world. All those who have placed their trust in him will share eternity with him.

The SCA Chaplains Code of Conduct is subject to change and updates can be found at our web site www.sportschaplaincy.com.au/codeofconduct