



Reportable Conduct

What is Reportable Conduct?

Reportable conduct is conduct by, or alleged to have been committed by, an employee that involves:

- any sexual offence or sexual misconduct committed against, with or in the presence of, a child, including child pornography offences, offences involving child abuse material, and grooming offences;
- any assault, ill-treatment or neglect of a child; or
- any behaviour that causes significant emotional or psychological harm to a child.

The conduct does not have to have occurred at or in the course of the employee's work at or for the College.

For the purposes of Reportable Conduct, a child is defined as a person under the age of 18 years. The child does not have to be a student at the College.

What is not Reportable Conduct?

The Children's Guardian Act makes it clear that Reportable Conduct does not include:

- conduct that is reasonable for the purpose of discipline, management or care of children, having regard to age, maturity, health or other characteristics of the children and any relevant codes of conduct or professional standards; or
- the use of physical force that, in all the circumstances, is trivial or negligible, but only if the matter will be investigated and the result of the investigation recorded under workplace employment procedures.

Some examples of conduct that would not constitute Reportable Conduct include touching a child to get their attention, guide them or comfort them, a teacher raising their voice to attract attention or restore order in a classroom, or conduct that is established to be accidental.