

Code of Conduct

Our Code of Conduct is based around our beliefs and the boundaries of our programs. By joining StartOut Australia, you agree to abide by our Code of Conduct at all times and take responsibility for upholding this code with others by educating fellow volunteers or reporting breaches.

We do what's right

As StartOut people we will always contribute to creating an environment that is built on trust. We only act in accordance with the policies and procedures set out by StartOut. We focus on always being positive and on doing good for the people we support.

We remember the human

We understand that no matter the sexuality, gender identity or individual characteristics of the people we come across, that they are human and we fundamentally respect them for that. We believe everyone has potential and focus our efforts on enhancing and enabling that potential.

We can change the world and enjoy every moment

We think differently and respect the need to take on the views of others, no matter how different they are. This is what makes us special and able to achieve positive change. We make sure that while our work is incredibly serious, we create an environment where we can enjoy ourselves and feel good about our contribution. We positively promote StartOut as a platform for inspiration and positive social change.

High-performing teams are built on trust

We are transparent, open and honest and acknowledge that from time to time, we will make mistakes. We get behind each other when things go wrong and work together to make them right. Above all, we create an environment where everyone feels safe and respected.

Poor mental health is often entirely preventable

We actively find ways to include others, combat discrimination and make people feel valued. We work hard to reach people early.

Empowerment enables potential

We always focus on doing the right thing by the people we support and we are careful when making referrals, providing guidance and support. We aim to connect and inspire our mentees. We work to build our networks to create even better support systems for others.

In an ideal world, we don't need to exist

We take action to improve the lives of the people we support even if it means they won't need us anymore.

Everyone needs someone to talk to

We know we need to be there for people who are different even if we're not sure how to relate. We find common ground or look for ways to make sure that we find the right person for them to talk to.

We are not activists

We realise that while we individually believe in important causes, nothing is more important than creating a neutral, safe space for those who are afraid to seek help. We recognise the need to be supportive but uncontroversial.

We respect boundaries

We support people through mentoring and being inspirational role models. We recognise the boundaries of our skills and relationships and work to provide guidance, not reliance. We never take any action that has the potential to break the trust of those we support or achieve a personal advantage. We know that our impact is driven by trust and don't tolerate anything that breaches the safety of our mentees, or the of security and viability of StartOut.