

Code of Conduct for ACC-19

Anglican Consultative Council – 19th Meeting, 2026

Summary Code of Conduct

As a participant in ACC-19, you should:

- behave respectfully towards all others and not misuse private, professional or personal relationships
- be clear with yourself and others about personal boundaries
- be aware of the special responsibility that comes with any position of authority or seniority
- be aware of power imbalances in relationships arising from differences in role, position, education or other factors
- recognise that people are often more vulnerable than they may appear
- be sensitive to cultural, linguistic and social differences among our diverse Anglican family
- respect personal boundaries at all times
- be alert to situations that may encourage unacceptable behaviour, including being in unfamiliar surroundings away from home or the consumption of alcohol
- be swift to apologise if your behaviour has caused offence or been misunderstood

Full Code of Conduct

Concerning Discriminatory Behaviour, Harassment and Sexual Harassment

1. This Code of Conduct is designed for the guidance and protection of all persons participating in ACC-19 and applies to all meetings, events, venues and related activities organised in connection with the 19th meeting of the Anglican Consultative Council. It applies equally to bishops, clergy, lay members, staff, observers and guests.

Faith and Ethos

2. The Bible affirms that women, men and children of all cultures, nations and religions are created equally in the image of God. Each human being has received his or her dignity as a gift of God. God calls us to show care and respect for every human being and to live in right relations with one another.
3. The Anglican Communion has a long-standing commitment to encourage a lifestyle and pattern of work that respects the dignity and worth of each individual, irrespective of social status, ethnicity, colour, religion, gender, sexual orientation, age, marital status or disability. Inappropriate behaviour and harassment are wholly inconsistent with this commitment.
4. The Anglican Consultative Council is committed to ensuring that ACC-19 is held in an environment of hospitality, respect and safety. Discriminatory behaviour, including harassment of any kind – based on gender, ethnicity, age, sexual orientation, class, disability or otherwise – will not be tolerated. This applies to behaviour in any venue or context associated with ACC-19, including meeting premises, accommodation, meals, social gatherings and excursions.

Code of Conduct

5. **All participants at ACC-19 should:**
 - behave respectfully towards all others and not misuse private, professional or personal relationships
 - be clear with yourself and others about yours and their personal boundaries
 - be aware of the special responsibility that comes with any position of authority or seniority within the Church
 - be aware of power imbalances in relationships arising from differences in role, position, education or other factors

- be sensitive to cultural, linguistic and social differences and practices among delegates and participants from across the Anglican Communion
 - be alert to situations that may encourage unacceptable behaviour, including being in unfamiliar surroundings away from home or the consumption of alcohol
 - be swift to apologise if your behaviour has caused offence or been misunderstood.
6. **If you experience abusive, discriminatory behaviour, harassment, or sexual harassment:**
- trust your intuition and feelings if someone's behaviour makes you uncomfortable
 - if you can, remove yourself from the situation as soon as possible
 - seek immediate help from someone you trust and report the incident to a member of the ACC-19 Safeguarding Team
 - if you see or hear someone being harassed, do not keep silent – if you can, offer immediate help to the person, and then report the incident to the ACC-19 Safeguarding Team
 - if you witness someone in immediate danger, contact the venue security and/or the ACC-19 Safeguarding Team without delay.

Role of the ACC-19 Safeguarding Team

7. **The ACC-19 Safeguarding Team is designated to respond to disclosures and reports of abusive behaviour. On receiving a disclosure or report, the Team will:**
- provide a safe and private space for the person making the disclosure to speak about the incident
 - provide access to medical treatment if required
 - listen carefully, respectfully and take seriously what is being disclosed, making an accurate record of what is said
 - ensure that any record made is verified as accurate by the person making the disclosure
 - maintain confidentiality unless there is a risk of further harm being perpetrated by the person who is the subject of the disclosure
 - not assume that the person making the disclosure is being over-sensitive or has in some way contributed to the situation
 - where appropriate, meet separately and privately with the person who is the subject of the complaint
 - take immediate action to prevent any further abusive behaviour, which may include the removal of the person subject of the complaint from ACC-19

- arrange for the provision of counselling and pastoral care for the person making the disclosure
- offer the possibility of pastoral care to the person complained about
- refer the matter to the relevant statutory authority or police where it is apparent that a criminal offence may have been committed
- conduct an internal investigation as appropriate.

Terms Used

8. **Discriminatory behaviour** includes harassment of any kind – based on gender, ethnicity, age, sexual orientation, class, disability or otherwise.
9. **Harassment** means unwelcome conduct, whether intended or not, in relation to another person where that person feels with good reason offended, belittled or threatened. Such behaviour may consist of a single incident or several incidents over a period of time. It includes:
 - making unwelcome physical contact with a person
 - making gestures or using language that could reasonably give offence, including continual and unwarranted shouting
 - making unjustified or unnecessary comments about a person’s capacities, attributes or appearance
 - displaying pictures, posters, graffiti or written materials that could reasonably give offence
 - making unwelcome communication with a person in any form, including phone calls, email, text messages or social media
 - stalking a person
10. **Sexual harassment** is internationally defined as any form of sexual advance that is uninvited, unwanted and unwelcome. These advances come, particularly but not exclusively, in the form of:
 - obscene gestures
 - inappropriate closeness and touching
 - suggestive looks and pressure for dates or activities with sexual overtones
 - verbal or written sexual remarks
 - unwanted remarks or “jokes” of a sexual nature
 - physical contact that degrades a person.
11. The person engaging in discriminatory behaviour, harassment or sexual harassment may be of any gender. The person who is the victim of such conduct may equally be of any gender.