



# CHRIST CHURCH BANGKOK

## Code of Conduct for Members of Christ Church Bangkok

### Introduction

As members of Christ Church Bangkok, we are called to live in accordance with the teachings of Jesus Christ. “Strive for full restoration encourage one another, be of one mind, live in peace. And the God of love and peace will be with you.” (2 Corinthians 13:11) This Code of Conduct outlines the expected standards of behaviour for all members, ensuring that our church remains a safe, respectful, and welcoming environment for all – staff, volunteers, visitors, and all members of the church. Clear guidelines for the safety of our children and any particularly vulnerable adults can be found in the Child Protection Policies of the Diocese of Singapore and Christ Church Bangkok.

### Respect and Kindness

The Bible affirms that women, men, and children of all cultures, nations, and religions are created equally in the image of God. God calls us to show care and respect for every human being and to live in right relations with one another without discrimination.

- By treating each other with respect, dignity, and compassion.
- By engaging in constructive dialogue with each other, avoiding gossip, slander, or harmful criticism.
- By disagreements being approached with grace and through the appropriate channels, aiming for forgiveness and reconciliation, not disunity.
- By deferring to the Church Leadership, the Vicar and the Parochial Church Council (PCC), where concerns and problems arise and for swift action and reconciliation.

### Zero Tolerance of Abusive Behaviour

Discriminatory or abusive behaviour, including disrespect or harassment of any kind, will not be tolerated. This applies to behaviour in any venue or related to any meetings held in Christ Church Bangkok premises, whether in person, online, or in writing. This includes shouting, manipulation, inciting unrest, or threats of harassment of any kind.

Failure to comply with this guidance can be deemed to be “not in good standing with the church” and may lead to restrictions of involvement or participation in church activities or roles within the church’s life.

We should aim to:

- Behave respectfully towards others and not misuse private, professional, or personal relationships.
- Be clear with yourself and others about your and their personal boundaries.
- Be aware and respectful of the special leadership responsibility that any person in authority has.
- Be aware of power imbalances in relationships arising from difference in position, education, or other factors.
- Be sensitive to cultural and social differences and practices.
- Be swift to apologise if you think your behaviour has caused offence or been misunderstood.

**If you experience abusive, discriminatory behaviour, harassment, or sexual harassment you should:**

- 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 the Vicar or church Wardens.
- If you see or hear others being harassed, don't keep silent. If you can, give immediate help to the person and then report the incident to the Vicar or church Wardens.

### **Definition of Abuse**

Abuse is a term used to describe any behaviour that aims to hurt, damage, manipulate, exploit, or extort another person or group by the misuse of power, control, coercion, or aggression. It may take the form of physical, sexual, emotional, or verbal abuse and could happen in private, public, or online. All abuse can be a one-off incident or committed over time, but is always unacceptable.

### **Acts of Abusive Behaviour**

- **Verbal abuse** – this includes yelling, insults and any other forms of harassment that can cause significant emotional distress to the victim.
- **Threats** – intimidating remarks or actions that can cause distress to the victim.
- **Physical Abuse** – slapping, hitting, punching, pushing, or use of an object or weapon that leads to hurt or injury of the victim.
- **Sexual Abuse** – any act where inappropriate touching is non-consensual or unwanted, if sexual content is shared online or in person. (Refer to CCB Child Protection Policy for further definition of abuse towards children and young people)
- **Emotional abuse** – manipulation, misuse of power, and control by distorting facts. Questioning a person's own judgement and intuition to gain power and control by the abuser.
- **Bullying** – any unwanted, aggressive behaviour towards another person that invokes a real or perceived imbalance of power. This may be verbal or physical or both. It

may be in person or online and is often repeated over time, causing much emotional damage.

### **Church Leadership Response**

- The Church has a legal and ethical responsibility to keep its members safe and must regularly review its policies and procedures to ensure this commitment. The PCC should have Safeguarding as a regular agenda item at its meetings as well as reviewing the policies annually.
- The Vicar and PCC should listen and respond supportively to any allegations of abuse or harassment and to offer pastoral support, as required.
- The Vicar and PCC should meet with the person alleged to have behaved in an abusive manner and depending on the circumstances aim to reconcile the situation or take other actions, as appropriate.
- The Vicar and PCC should keep a written record of any reported allegation and keep it confidentially in an agreed secure place.
- If it is perceived that an offence has been committed under Thai law, any investigation should be passed to the police or social services.

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