

**As a member of the Alumni programme, you join a network of young professionals. It is important that you maintain professional boundaries at all times and conduct yourself in a manner that upholds The Switch's positive reputation. Follow this code of conduct, even when not you are not with us on site or involved with a project.**

- Do not drink alcohol at our events virtually or in person.
- Please dress appropriately, avoiding revealing clothing or anything with inappropriate images or slogans. If in doubt, wear business attire.
- Please do not take photos, videos or screenshots during our events.
- You are welcome to share your business contact details or social media (e.g. LinkedIn) with fellow Alumni or volunteers. If you chose to contact someone you met at an Alumni event, your relationship with them must be strictly professional.
- Treat everyone with respect and be sensitive to the individual beliefs, faiths, religions, cultures and sexuality of fellow Alumni, volunteers and staff.
- Call out any abusive, discriminatory or demeaning attitudes, language or behaviour from fellow Alumni, volunteers and staff.
- Do not make sexually suggestive comments.
- Maintain professional boundaries at all times.
- Be an excellent role model – keep conversation and actions appropriate to the situation.
- Never initiate physical contact with a young person.
- Never engage in a sexual relationship with a fellow Alumni or volunteer whether inside or outside of the programme. Any person in a Position of Trust engaged in sexual activity with a person under 18 years of age is breaking the law.
- Please do not give or accept gifts or money from a fellow Alumni or volunteer, no matter how small.
- Please do not invite a fellow Alumni or volunteer to individual homes or other venues.
- Communication should be positive, encouraging and constructive.
- Refer to the [Safeguarding Summary](#) if you have concerns.