

- Respect for the women and children we work with
- Integrity in our actions
- Responsibility for our decisions and their consequences

CARE & COMPASSION	<p>Treating all individuals with compassion and courtesy, always having regard for their individual circumstances and their dignity and rights.</p> <p>Creating a place of welcome and sanctuary, where individuals are valued and supported to develop their capabilities and to instill a recognition of self-worth.</p>
RESPECT	<p>Contributing to an organisational culture that encourages and respects individual diversity of opinions and knowledge.</p> <p>Preventing and responding to any bullying, violence, harassment or unlawful discrimination against staff, volunteers, clients and other stakeholders.</p>
INTEGRITY	<p>Representing the organisation in a positive way being mindful of the reputation of Karinya House for Mothers and Babies.</p> <p>Carrying out our duties with professional integrity and in a conscientious and honest manner, mindful of organisational values and duty of care.</p> <p>Refraining from any behaviour which contravenes professional principles and maintaining professional boundaries at all times.</p>
ACCOUNTABILITY	<p>Being responsible and accountable for our actions and always striving for the benefit of the women and children we work with.</p> <p>Working within our service criteria to ensure equal access and support to women and their children.</p>
TRUST & CONFIDENTIALITY	<p>Respecting privacy and ensuring confidentiality, except where we have a duty of care or are legally required to share information even in the absence of consent.</p>
EXCELLENCE	<p>Always striving for excellence by delivering services in an efficient, flexible and resourceful manner in line with sound governance principles.</p>
HONESTY	<p>Using equipment, facilities, and funds honestly and for the primary purpose of undertaking organisational duties and to be of service to others.</p> <p>Declaring and managing actual or apparent conflicts of interest in a fair and transparent manner.</p>
REFLECTION	<p>Recognising the value of personal growth and engaging in regular reflection on our practice to contribute to a culture of continuous improvement.</p> <p>Being open to giving and receiving constructive feedback about our individual and organisational performance.</p>

Karinya House staff and volunteers always strive to practice in accordance with the Wiradjuri word, **Yindyamarra**, which means *"to do something slowly, to respect, to be gentle, to be polite and to honour"*.

As we walk in partnership with women who are pregnant and parenting, we seek to do things slowly, at her pace, to respect her history and hopes for the future, to provide gentle guidance and reassurance, to recognise her strength, to walk alongside her, and with each other and all we encounter. This is done together so we can be a village of support for women and children. Where all women who walk with Karinya House can be strong together to face the inequities of the world in which we live in.