

# Change or Suppression (Conversion) Practices Prohibition Act Policy

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## SECTION 1 - INTRODUCTION

“Yet to all who did receive him, to those who believed in his name, he gave the right to become children of God— children born not of natural descent, nor of human decision or a husband’s will, but born of God.” John 1:12-13 (NIV)

### PURPOSE

The purpose of this policy is to enable St Alfred's Anglican Church (St Alfred’s) to comply with the Change or Suppression (Conversion) Practices Prohibition Act 2021 (Vic) (CSCPPA).

### SCOPE

This policy applies to all members, Volunteers, staff and anyone who represents St Alfred's, whether in an official or unofficial capacity (Representatives). It also applies to any activity or event organised by St Alfred’s, including those held off-site.

### DEFINITIONS

Term	Definition
CSPs	Change or Suppression Practices Any practices or conduct: directed to a person on the basis of their sexual orientation or gender identity, for the purpose of changing or suppressing or inducing a person to change or suppress their sexual orientation or gender identity.
CSCPPA	Change or Suppression (Conversion) Practices Prohibition Act 2021 (Vic)
Representatives	All members, Volunteers, staff, and anyone who represents St Alfred's whether in an official or unofficial capacity.
Volunteers	Members or other individuals who have been appointed to perform a particular role of voluntary service for St Alfred’s and who are acting in that capacity.

### ABBREVIATIONS

Word/Term	Definition
St Alfred’s	St Alfred’s Anglican Church, Blackburn North
ADOM	Anglican Diocese of Melbourne

## LEGISLATIVE CONTEXT

Name	Location
Change or Suppression (Conversion) Practices Prohibition Act 2021 (Vic)	Legislation Victoria
Charter of Human Rights and Responsibilities Act 2006 (Vic)	Legislation Victoria
Equal Opportunity Act 2010 (Vic)	Legislation Victoria

## RELATED POLICIES

Name	Location
Record Management Policy	Under review

## SECTION 2 - POLICY

<b>2.1</b>	<p><b>Principles</b></p> <p>St Alfred's does not support or condone any form of Change or Suppression Practice (CSP) aimed at changing or suppressing a person's sexual orientation or gender identity.</p>
<b>2.2</b>	<p><b>Objectives</b></p> <ol style="list-style-type: none"> <li>1. To promote respect for all individuals associated with St Alfred's, regardless of their sexual orientation or gender identity;</li> <li>2. To ensure that all Representatives of St Alfred's are aware of the Change or Suppression (Conversion) Practices Prohibition Act 2021 (Vic) (CSCPPA) and our position on Change or Suppression Practices (CSPs);</li> <li>3. To provide support and guidance for individuals who may have experienced harm as a result of CSPs in the past;</li> <li>4. To ensure that any complaints or allegations of CSPs by Representatives of St Alfred's are investigated and addressed appropriately.</li> </ol>
<b>2.3</b>	<p><b>Compliance</b></p> <p>Views arising from personal conscience or conviction do not override this policy.</p>

## SECTION 3 - PROCEDURE

<b>3.1</b>	<p><b>Education and Training</b></p> <ol style="list-style-type: none"> <li>1. All Representatives will be made aware of CSCPPA and St Alfred's position on CSPs.</li> <li>2. All Volunteers, and staff of St Alfred's Anglican Church will receive education and training on the CSCPPA and St Alfred's policy on CSPs.</li> <li>3. St Alfred's will provide resources and support for individuals who may have questions or concerns about the Act and the policy.</li> </ol>
<b>3.2</b>	<p><b>Reporting and Responding to Allegations</b></p> <ol style="list-style-type: none"> <li>1. Any individual who has experienced a CSP or who has knowledge of such practices being conducted within St Alfred's after 15 February 2022 must report it to a ministry leader immediately.</li> <li>2. St Alfred's will take all complaints and allegations seriously and will investigate them thoroughly and confidentially.</li> <li>3. St Alfred's will provide support and guidance for individuals who have experienced harm as a result of CSPs in the past.</li> </ol>
<b>3.3</b>	<p><b>Compliance</b></p> <ol style="list-style-type: none"> <li>1. St Alfred's will comply with the CSCPPA and will not engage in any form of CSPs.</li> <li>2. St Alfred's will regularly review and update this policy to ensure compliance with the CSCPPA and best practice.</li> </ol>
<b>3.4</b>	<p><b>Guidelines</b></p> <p><b>1. Talks about sexual orientation or gender identity:</b></p> <ol style="list-style-type: none"> <li>1. According to the CSCPPA, a St Alfred's staff member/Volunteer may give a sermon or talk or publish a written document that states the traditional biblical teaching on sexual orientation, sexual morality, and gender identity. Compliance risk arises only if the talk or document goes beyond a statement of beliefs to include exhorting, directing or inducing individuals to change or suppress their sexual orientation or gender identity, and if it is directed to individuals based on their sexual orientation or gender identity.</li> <li>2. To be prudent, all St Alfred's staff and Volunteers must seek and obtain the prior approval of the responsible minister for the</li> </ol>

	<p>congregation or activity before giving a talk about or related to sexual orientation or gender identity.</p> <ol style="list-style-type: none"> <li>3. The content and circumstances of the talk (such as the intended audience, when the talk will be given) must be disclosed to and approved by the relevant minister.</li> <li>4. Approval for a talk is not to be taken as approval for the same talk to be given at another time and in another context. Approval must be obtained for every proposed talk.</li> <li>5. A "talk" in this context includes a sermon, a presentation at youth group, lessons in children's and youth ministry, talks in Bible studies, and similar events.</li> </ol>
<p><b>3.4</b></p>	<p><b>2. Handling requests for assistance:</b></p> <ol style="list-style-type: none"> <li>1. If any St Alfred's staff member or Volunteer who has done the training under this policy, is uncertain if an activity contravenes the CSCPPA, they should consult the relevant minister.</li> <li>2. If the Senior Minister is concerned that an activity which they propose may contravene the CSCPPA, they should discuss it with the Senior Associate Minister.</li> <li>3. Any discussion with the person making the request will be properly recorded in written form (such as a diary or file note), a copy of which must be provided to the Senior Minister, and the record must be saved in accordance with the Record Management Policy.</li> </ol>
<p><b>3.4</b></p>	<p><b>3. Reporting and notification:</b></p> <p>The Senior Minister of St Alfred's will:</p> <ol style="list-style-type: none"> <li>1. Request information about approved proposals and requests, and how they have been handled from the following:             <ol style="list-style-type: none"> <li>a. Associate Ministers;</li> <li>b. Children &amp; Families Minister;</li> <li>c. Youth Minister;</li> <li>d. Any St Alfred's staff or Volunteer who delivered the material as described in 3.4.1 and 3.4.2.</li> </ol> </li> <li>2. Include such information (in a de-identified manner) in their report for Parish Council meetings.</li> </ol>

<p><b>3.4</b></p>	<p><b>4. Referrals to other professionals</b></p> <ol style="list-style-type: none"> <li>1. St Alfred's staff/Volunteers must only refer individuals with gender identity or sexual orientation issues to the following for general assessment and assistance:             <ol style="list-style-type: none"> <li>1. Counselling or medical treatment or procedures (including any psychiatric or surgical)</li> <li>2. Professional support programs or support groups.</li> </ol> </li> <li>2. St Alfred's staff/Volunteers must not provide suggestions or referrals to any specific counsellor, medical specialist, or support program or groups if they know or intend that the individual being referred will be subjected to a CSP.</li> </ol> <p>For example;</p> <ol style="list-style-type: none"> <li>1. "I encourage you to seek good professional advice about this issue", or</li> <li>2. "I suggest you get treatment with counsellor A" is acceptable, but</li> <li>3. "I suggest you see counsellor B" is not allowed if counsellor B is known to the referrer to engage in illegal CSPs.</li> </ol>
<p><b>3.4</b></p>	<p><b>5. Arrangements for travel</b></p> <ol style="list-style-type: none"> <li>1. St Alfred's staff/Volunteers must not transport or arrange transportation for any individual outside of Victoria if they know the purpose of the travel is to subject the individual to a CSP outside Victoria.</li> <li>2. This includes providing a ride to a person or assisting with travel arrangements.</li> </ol>
<p><b>3.4</b></p>	<p><b>6. Publications</b></p> <ol style="list-style-type: none"> <li>1. All notices or statements in the name of St Alfred's about gender identity and sexual orientation may only be published with the prior approval of the Parish Council.</li> <li>2. St Alfred's staff/Volunteers are prohibited from publishing any notices or statements in the name of St Alfred's about gender identity and sexual orientation which constitute a CSP.</li> <li>3. This clause 3.4.6 applies to any personal publications made online, as well as printed documents and display boards, which identify the person as staff or a Volunteer at St Alfred's.</li> </ol>

<b>3.4</b>	<b>7. Other Matters</b> <ol style="list-style-type: none"><li data-bbox="406 268 1390 392">1. If any staff/Volunteer, having undertaken relevant training and read this policy, is still uncertain or concerned about the application of the CSCPPA, they should raise the matter with the Senior Minister.</li><li data-bbox="406 403 1390 526">2. Importantly, none of the procedures above preclude the necessity to take steps (including reporting) if any safe ministry issue (for example, child abuse) arises.</li></ol>
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## SECTION 4 – GOVERNANCE RESPONSIBILITY

<b>Policy Owner</b>	Parish Council
<b>Policy Oversight</b>	Senior Minister
<b>Record Keeping</b>	Finance and Business Manager

### VERSION CONTROL AND CHANGE HISTORY

Version Number	Approval Date	Approved by	Review Date	Amendment
1.0	June 2023	Parish Council	June 2025	
2.0	18 August 2025	Parish Council	August 2027	Style change, Bible verse added.

### POLICY & PROCEDURE DIRECTORY REQUIREMENTS

<b>CATEGORY</b>
Human Rights and Diversity; Inclusion and Anti-Discrimination
<b>KEYWORDS</b>
Sexual orientation; gender identity; conversion practices; suppression practices; harmful practices; discrimination; human rights; equality; freedom of expression; freedom of religion; mental health; counselling and therapy; consent; enforcement and penalties.

### PUBLICATION

For Group	Location
All Leaders and Members	<a href="https://stalfreds.elvanto.com.au/pages/governance/">https://stalfreds.elvanto.com.au/pages/governance/</a> <a href="https://www.stalfreds.org/about/parish-council/">https://www.stalfreds.org/about/parish-council/</a>

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