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## CHILD PROTECTION CODE OF CONDUCT

Youth for Social Development (YSD) is committed to the safety and protection of children in the communities in which we work as outlined in our Child Protection Policy. This Code of Conduct intends to build on the guiding principles of that Policy by providing clear boundaries for the behaviour of all YSD representatives, as defined in the YSD Child Protection Policy, when interacting with children. This applies to YSD representatives at all times and serves as a guide to make ethical decisions in their professional and private lives. This code of conduct relies primarily on individuals engaged by YSD to use their judgment and common sense and to avoid actions or behaviours that could be construed as child abuse. All YSD representatives must read, sign and abide by this Child Protection Code of Conduct. Failure to comply with this Code may result in disciplinary procedures, restriction of duties or termination of employment or other contractual agreements or relationships with YSD. As an YSD Representative, I understand that by signing this Code of Conduct I agree to:

- Establish an atmosphere conducive for the development of children through their word, deed and demeanor. This includes listening to children and showing respect to them.
- Respect the local cultural context and behave in appropriate manner with children in communities.
- Not allow project children to visit the homes of any staff, intern, volunteer, consultant etc. unless it is precipitated by a severe threat to the safety of the child.
- Not have the project children stay overnight in the home of YSD personnel at any time.
- Not employ children, as domestic workers in their homes .Should not take services provided by child labour or any activity/action that leads to child labour.
- Prevent marriages of their children before the legal age of marriage.
- Not engage in any form of corporal punishment of children
- Not spend time alone, in a personal capacity, with a project child or children. There should always be another adult who would be able to see the interaction.
- The exception to this may be in the event where personnel are employed as professionally recognized trained counsellors, teachers, and doctors.
- Always be calm during the interaction between an adult and a child even when it appears that a child is acting in a provocative manner.
- Not touch private parts of the body, or any touch in such a way that would make a child uncomfortable.
- Never hit, otherwise physically assault, or physically abuse children.
- Never develop physical/sexual relationships with children or any such relationships, which could be deemed exploitative or abusive.

- Not use language, make suggestions or offer advice, which is inappropriate, offensive or abusive to children.
- Not acting ways intended to shame, humiliate, be little or degrade children, or otherwise perpetrate any form of emotional abuse.
- Not discriminate against, or favour a particular child to the exclusion of others.
- No staff will document/ take picture/video of children, which shows the child in distress and undignified condition. Also will ensure proper consent on the parents of the child while doing so.

This is not an exhaustive or exclusive list. The principle is that staff should avoid actions or behaviour, which may constitute poor practice or potentially abusive behaviour.

It is important for all board members, staff and others (intern/volunteer/consultant/vendor) in contact with children to:

- Be aware of situations, which may present risks and manage these.
- Plan and organize the work and the work place to minimize risks as far as possible.
- Ensure that a culture of openness exists to enable any issues or concerns to be raised and discussed.
- Ensure that, as essence of accountability exists between staffs o that poor practice or potentially abusive behaviour does not go unchallenged.
- Talk to children about their contact with staff or others and encourage them to raise any concerns.
- Empower children- discuss with them their rights, what is acceptable and unacceptable, and what they can do if there is a problem

I have read YSD Child Protection Policy and Code of Conduct and understand my personal responsibility to abide by these guidelines at all times to protect myself and the children I may come in contact with through my work for or with YSD.

***Signature***

Name: \_\_\_\_\_

Designation \_\_\_\_\_ Date: \_\_\_\_\_

(Board Members, Staff, Intern, Volunteer, Consultant, Vendor and Service Provider)

***For Employee***

Name: \_\_\_\_\_

Project: \_\_\_\_\_

Project Location: \_\_\_\_\_