

**Youth for Seva,
Child Protection Code of Conduct**

I agree that in the course of my association with Youth for Seva (YFS),

I will:

- Treat all children and young people with respect regardless of race, colour, sex, language, disability, religion, political or other opinion, national, ethnic or social origin, birth or other status
- Provide a welcoming, inclusive and safe environment for all children, young people, parents, employees, Interns and volunteers.
- Encourage children, young people, parents, Interns, employees and volunteers to speak up about issues that affect them
- Refrain from using corporal punishment (***no physical force is used and intended to cause some degree of pain or discomfort***) on children
- Immediately report concerns or allegations of child abuse in accordance with YFS
- Comply with local, national and international child protection laws
- Ensure that, whenever possible, another adult is present when I am working with children, or in the proximity of children
- Inform my supervisor/manager of my involvement in any situation where my actions could be misinterpreted
- Bring to the notice of my supervisor/manager if I am involved in any situation which would be likely to bring the organisation into disrepute, and inform my supervisor/manager if I am investigated for any crime or charged with any criminal offence.

And I will not:

- **Will not** Use inappropriate language – whether of an offensive, discriminatory, demeaning, abusive or sexual nature – when speaking with or whilst in the presence of a child or young person
- **Will not** Engage in behaviour to shame, humiliate, belittle or degrade a child or young person, or otherwise emotionally abuse a child or young person
- **Will not** marry a person under the age of 18
- **Will not** Act in a sexually provocative manner or engage children in any form of sexual activity, including paying for sexual services
- **Will not** Hold, kiss, cuddle or touch a child in an inappropriate, unnecessary or culturally insensitive way
- **Will not** Condone or participate in, behaviour with children which is illegal, unsafe or abusive
- **Will not** Discriminate against or in favour of particular children to the exclusion of others
- **Will not** Spend time outside work requirements with any child or young person connected with the programme of YFS
- **Will not** Hire children for domestic or any other labour which is inappropriate for their age or development, interferes with their education or play, or places them at risk of injury

- **Will not** do things for children of a personal nature that they can do for themselves such as toileting them or changing their clothes
- **Will not** Sleep in close proximity to any children unless it is absolutely necessary, in which case I will keep my supervisor/manager informed and ensure another adult is present, where possible (noting that this does not apply to my own children)
- **Will not** Access or create sexually abusive images of children, and use computers, mobile phones, video or digital cameras or any other technology for the purpose of exploiting or harassing children.

Use of Children's Images

Before photographing or filming a child for work related purposes, I will:

- Assess and comply with local traditions or restrictions on reproducing personal images
- At a minimum, obtain and document verbal consent from children and/or their parent or guardian and explain how the photograph or film will be used. Written consent should be obtained, where possible
- Ensure photographs, films and videos present children in a dignified and respectful manner and not in a vulnerable or submissive manner.
- Children should be adequately clothed and not in poses that could be perceived as sexually suggestive
- Ensure images are honest representations of the situations and the facts
- Ensure the identities of children and young people in photographic and electronic images are not disclosed
- Ensure these files are stored securely and access is limited on a needs basis to relevant staff only.

I confirm that I have read and understood Youth for Seva:

- Child Protection Policy, and
- Child Protection Code of Conduct

I agree to comply with the Policy and Code of Conduct. I understand that a breach of the Policy or Code may provide grounds for my, Internship, Volunteering, employment with YFS to be terminated. I also understand that a breach of the Policy or Code could result in criminal prosecution.

I understand that it is my responsibility, as a person engaged by YFS, to use common sense and avoid actions or behaviours that are abusive or exploitative of children or young people, or could be construed as such.

I hereby authorize YFS to undertake any necessary inquiries, including criminal record checks and reference checks, as part of my appointment or recruitment process. I confirm my willingness to participate in YFS training sessions on child protection and safety.

Full Name: _____

Details of College & Course of Study: _____

Signature: _____

Date: _____