

WVA Code of Conduct when with children

World Vision

Revision number: 1
Policy Owner: WVA Child Protection Officer
Approved by: WVA Child Protection Officer
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World Vision Australia is committed to the holistic development, safety and well being of children and young people (**child = under 18**). We support the rights of the child and seek to ensure that children are kept safe when in contact with us. We also want you to feel comfortable and at ease around children. We encourage you to actively help us build and maintain a safe and empowering environment for all.

We expect that you will:

- ✓ Be understanding about the importance of submitting to our screening requirements (such as criminal record checks).
- ✓ Treat all children with respect and dignity in accordance with our Core Values (you can find these on our website) using appropriate language, respecting their privacy and keeping information about them confidential.
- ✓ Listen to children. Be sensitive to the signals they send you about how comfortable they are with you (their language, conversation and physical intimacy) and respond accordingly.
- ✓ Stop any interaction with a child if a child says stop or if the child appears uncomfortable with the interaction.
- ✓ Always ask permission from a child and the child's parents or carer (as appropriate) if you wish to take photos or videos, making sure you explain carefully how you will use them (your use of images must be as expressly agreed with us, especially considering risks of displaying images on-line).
- ✓ Be culturally appropriate in how you speak, act and dress.
- ✓ Always be in view of another adult when with a child; that is, don't be alone with a child unless it is unavoidable or the child is in immediate danger. This is for the child's protection and to protect you from possible false accusation. Where you are visiting (or working as a contractor in) a World Vision project, you must be accompanied by a designated World Vision staff member at all times.
- ✓ Not become involved sexually with a child whether by direct contact, exposing them to sexual materials or other non-contact sexual activity (grooming). In many countries including Australia, such conduct can be a serious offence, often punishable by imprisonment.
- ✓ Not hit or abuse any child. World Vision Australia does not support corporal punishment but recommends alternative methods of discipline. Abuse can happen through your physical actions, words or emotional messages you send.
- ✓ Not hire children to help around the house or otherwise exploit children through inappropriate labour. Children have a right to education and play.

Please **REMEMBER**:

- ! You are always responsible for your behaviour towards a child, even when the child's behaviour can be interpreted as inappropriate (for example, seductive behaviour).
- ! You must comply with all applicable local, national and international laws about child protection.
- ! You must immediately report any suspicions of inappropriate behaviour to your World Vision contact.
- ! There are processes for investigating accusations which respect all involved.
- ! Non-compliance with this Code of Conduct will be taken very seriously. In the case of employees, it may be grounds for termination of employment. Where considered necessary or appropriate, non-compliance will be reported to relevant authorities.

I have read and will comply with this Code of Conduct (to be signed below where not appended to an agreement):

Signed: _____ Date: _____

Name: _____