

BRAC Child Protection Code of Conduct

Definition of Child: BRAC recognizes a person under the age of 18 years to be a Child.

General

BRAC's Code of Conduct on Child Protection embodies our commitment to human development and dignity. The Code of Conduct strengthens the roots of our vision of "A world free from all forms of exploitation and discrimination where everyone has the opportunity to realise their potential." This Code of Conduct outlines the standards of conduct that shall guide the actions of all BRAC staff with respect to their engagement with children. Attention to the protection and wellbeing of children is essential to the fulfilment of BRAC's purpose. The immediate implementation of a Code of Conduct will serve to accelerate the realisation of BRAC's vision.

All BRAC employees pledge to abide by the following Code of Conduct:

1. Employees shall: not speak or act disrespectfully toward a child or a child's family because of the child's socio-economic background, class, gender, religion, ethnic or social origin, property, disability, political or other opinion, or other status.
2. Employees shall: encourage and respect children's voices and views and listen to children and always act in the best interest of children.
3. Employees shall: encourage children's personal, physical, social, emotional, moral and intellectual development and create an environment which enables such development. Children shall not be excluded on the basis of gender, disability, ethnicity, religion or any other criterion.
4. Employees shall: be aware of situations which may present risks to children and try to prevent and manage such situations by planning and organising the work and the workplace, so as to minimise risk of violations of this code.
5. Employees shall: ensure that a culture of openness exists to enable issues or concerns to be raised and discussed by children or their families. Employees shall never scold or ridicule a child for raising any issue or concern. Employees shall make children feel confident and secure and safe in voicing their concerns, as well as take a clear stand when other adults physically or verbally abuse a child.
6. Employees shall: be aware of the potential for peer abuse (e.g. children bullying, discriminating against, victimizing or abusing other children) and of high-risk, peer situations (e.g. unsupervised mixing of older and younger children and possibilities of discrimination against minors).
7. Employees shall: be aware that adults are always responsible for their behaviour regardless of the child's behaviour. This awareness must extend to cases which require the employee to act on stories that children might tell about abuse they have suffered by other children or by other adults.
8. Employees shall: whenever possible, ensure that adults do not isolate themselves with one child and that another adult is present when working in the proximity of children.



9. Employees shall: remember that all staff members are accountable under this code, and that violation of this Code shall result in appropriate and lawful measures taken by the organisation and under the law of the land.

10. Employees shall: report violations so that poor practice or potentially abusive behaviour does not go unchallenged.

11. Employees must immediately report suspected or alleged abuse by any other employees, regardless of their positions, pursuant to the complaints procedure of this code.

Prohibited Conduct

1. Employees shall not: develop relationships with children which could in any way be deemed exploitative, abusive or inappropriate. Employees shall not act in ways that may be abusive or may place a child at risk of abuse.

2. Employees shall not: develop or attempt to develop intimate physical or sexual relationships with children. Neither shall the employees encourage any child to develop romantic type of feelings for any one.

3. Employees shall not: take pictures, videos or any other recording (audio, video, pictorial) of children without their permission, or their guardian's permission and/or use such material for commercial or non-commercial or personal use without their informed consent.

Explanations:

"Harassing": Do not unnecessarily agitate, provoke or tease a child. If you see that the child is becoming upset you must stop immediately and try another approach to communicate.

"Abusive": Do not physically hurt a child or touch a child. Do not verbally abuse – use swear words or threaten, humiliate, snap, or shout at a child, even to discipline.

"Sexually provocative": Do not use language that is sexual or could be interpreted as being sexual or make any sexual gestures or gestures that could be considered sexual towards children.

4. Employees shall not: use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate, and also shall not use any language that will mentally or emotionally abuse any child.

5. Employees shall not: invite unaccompanied children to their home or encourage meetings outside the program activity, unless they are at immediate risk of injury or in physical danger.

6. Employees shall not: sleep close to unsupervised children unless the child is below 8 years of age or unable for physical or psychological reasons to sleep unsupervised and where the



employee is female. When it is absolutely necessary for a male staff to sleep close to children he must first make every possible attempt to find a female staff instead to accompany the children.

7. Employees shall not: encourage other staff to hold or care for the child when the child accompanies its parent on work related travel. This shall not apply to designated caregivers.

8. Employees shall not: be with a child alone in a closed room or a place where no one else can see the employee. If an employee is alone with a single child at any time that employee must ensure that another adult is present or at least close by.

9. Employees must be visible in working with children, and should meet with child(ren) in a central, public location except for when the dignity or safety of the child needs to be protected with privacy.

10. Employees shall not: kiss, hug, fondle, rub, or touch a child in an inappropriate way. The child must be able to withdraw from any physical contact whenever they want to.

11. Employees shall not: do things of a personal nature that a child could do for him/herself, including dressing, bathing, and grooming.

12. Employees shall not: initiate physical contact (e.g. holding hands) unless initiated by the child. The child must be able to initiate as well as terminate any physical contact, including holding hands, unless a dangerous situation exists and it is necessary for the safety of the child, such as in traffic or crossing the road or similar situations.

13. Employees shall not: allow children to engage in sexually provocative games with each other, and shall not stand aside when inappropriate actions inflicted by children on other children or other adults occur even though it may be frequent and common.

14. Employees shall not: condone, or participate in, behaviour of children which is illegal, unsafe or abusive, and shall not behave physically in a manner which is inappropriate or sexually provocative with each other or with other adults.

A handwritten signature in black ink, appearing to read "J. Stank", with a horizontal line underneath.