



CHILD AND VULNERABLE ADULT SAFEGUARDING & PROTECTION CODE OF CONDUCT

Responsible person:	Chris Armitage	Version:	001
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Staff members, members of the Board, volunteers, ambassadors, Fellows, contractors and partner organisations are responsible for maintaining a professional role with children and adults, which means establishing and maintaining clear professional boundaries that serve to protect everyone from misunderstandings or a violation of the professional relationship.

Preventing child exploitation, abuse, neglect (Child Safeguarding) and Preventing Sexual Exploitation, Abuse and harassment for vulnerable adults (PSEAH) is everyone's responsibility and it cannot occur unless everyone plays a role. The GEA Code of Conduct is an explicit commitment to play this role, to be vigilant and to deal sensitively and effectively with child and adult safeguarding risks and incidents that may occur in the course of your work.

GEA also acknowledges that gender and other power imbalances are critical in understanding child and adult safeguarding. For example, the majority of SEAH survivors are female and the majority of perpetrators are male. However, there are also other power imbalances at play. Inequalities based on the distinctions of worker/beneficiary; ability/disability; ethnic and indigenous status; religion; gender identity and sexual orientation; age; health and poverty, which are important factors in PSEAH risks. We also acknowledge that the particular vulnerability of children, youth and adults increases in contexts with higher risks of exploitation, neglect or abuse. This applies particularly to those with disability, those living in residential or institutional care, those who have experienced previous trauma or abuse, and those previously trafficked or at risk of trafficking.

All staff members, members of the Board, volunteers, ambassadors, Fellows, contractors and partner organisations should conduct themselves in a manner consistent with their role as a Global EverGreening Alliance (the Alliance) representative and a positive role model to children and adults. The Alliance has developed this Child and Vulnerable Adult Safeguarding & Protection Code of Conduct to protect children, adults, staff, members of the Board, volunteers, ambassadors, Fellows, contractors and partner organisations and the Alliance by providing clear behavioural guidelines and expectations.

I, _____ [insert name], acknowledge that I have read and understand the Global EverGreening Alliance (the Alliance) *Child Safeguarding & Protection Policy, 19 December 2019*, and the Alliance's *Prevention of Sexual Exploitation, Abuse and Harassment Policy, 6 January 2020*, agree that in the course of my association with the Alliance,

I must:

- conduct myself in a manner that is consistent with the values of the Alliance
- comply with the Alliance's Child Safeguarding & Protection Policy and Procedures
- comply with the Alliance's Prevention of Sexual Exploitation, Abuse and Harassment Policy and Procedures
- immediately report any concerns of abuse or breach of the Child Safeguarding & Protection Policy, Prevention of Sexual Exploitation, Abuse and Harassment Policy and Procedures or this Code of Conduct according to the guidelines outlined in the relevant policies
- not be silent, cover up, or enable any known or suspected safeguarding incident or breach of this code by a GEA employee or representative
- act in accordance with relevant legislation including compliance with mandatory reporting laws which applicable
- always consider the best interests of children and vulnerable adults, including through a survivor-centred approach where applicable.

I commit to:

- provide a welcoming, inclusive and safe environment for all children and vulnerable adults and demonstrate a strong "do no harm" focus.
- treat children and adults with respect regardless of race, colour, gender, language, religion, political or other opinion, nationality, ethnicity or social origin, property, disability, birth or other status
- show respect for diversity, promotion of gender equality and social inclusion when engaging with children and adults
- take responsibility for ensuring that I am accountable and do not place myself in positions where there is a risk of allegations being made
- ensure that another adult is present when working in the proximity of children, where possible.
- use any computers, mobile phones, video cameras, cameras or social media appropriately, and never to exploit or harass children or adults or access exploitation material through any medium
- self-assess my behaviours, actions, language and relationships with children and adults
- immediately disclose all charges, convictions and allegations of an offence, which occurred before or occurs during my association with the Alliance that relate to exploitation and abuse of children or adults
- be culturally sensitive and not fondle, kiss, hold, cuddle or touch adults or children in an inappropriate or culturally insensitive way
- not use language or behaviour towards children or adults that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate
- not engage children under the age of 18 in any form of sexual activity
- Not engage in 'transactional sex' (the exchange of money, employment, goods or services for sex or sexual acts), when representing the Alliance
- Not engage in 'fraternisation'. For the purposes of this Code this is any relationship occurring in the course of conducting business, that involves — or appears to involve — partiality, preferential treatment or improper use of rank or position. Within such a relationship they may be sexual behaviour, close and emotional relationships, and/or public or private displays of affection.
- avoid flirting, unwelcome flattering, making suggestive comments or providing gifts, including illegal drugs or alcohol

- not use physical punishment on any child or adult
- not hire children for domestic or any other inappropriate labour for their age or developmental stage; or which may interfere with their attainment of education and other rights, and/or which places them at significant risk of injury
- comply with applicable data privacy laws and when collecting or handling any personal data about individual children or adult beneficiaries restrict such activities to the minimum necessary, and that such data must be maintained and transferred in a secure, confidential manner.

When photographing or filming a child or vulnerable adult or using child or vulnerable adult images for work-related purposes, I must:

- assess and endeavour to comply with local traditions or restrictions for reproducing personal images before photographing or filming
- obtain informed consent from person, and if a child then also a parent or guardian of the child before photographing or filming. As part of this, I must explain how the photograph or film may be expected to be used
- ensure photographs, films, and videos present children and adults in a dignified and respectful manner and not in a vulnerable or submissive manner. People of any age should be adequately clothed and not in poses that could be seen as sexually suggestive
- ensure images are honest representations of the context and the facts
- ensure file labels, meta data or text descriptions do not reveal identifying personal information about a child or adult when sending images electronically or publishing images in any form.

I understand that the onus is on me, as a person associated with the Alliance, to use common sense and avoid actions or behaviours that could be construed as exploitation, abuse or harassment

I understand that failure to comply with this Code may result in legal action and/or disciplinary measures, including dismissal (employees/contractors/volunteers).

By signing this Code, I also attest that I have committed no offences relating to children or sexual exploitation, abuse or harassment in any country (either pending, proven or undetected) and that I am a suitable person for a position which may include contact with children or vulnerable adults and/or access to their details.

Signed: _____

Date: _____