The *Child Protection Policy* of the International Youth Foundation (IYF) represents IYF’s zero tolerance approach to child abuse, child sexual abuse, child pornography, and other forms of violence against children. The *Child Protection Policy* exemplifies the commitment made by IYF to proactively protect children and youth that directly or indirectly benefit from IYF projects.

All organizations receiving funding from IYF where participants may be under age 18 must have a child protection policy and/or related code of conduct that promote the safety and well-being of children accessing their services and programs. If the organization does not have such a policy, then the organization must commit to developing one. IYF will provide assistance in the development of the policy.

IYF will make subaward disbursements contingent on the development of the policy. In order for the first disbursement to be made, the organization is required to have all staff working on the IYF funded program sign the following Child *Protection Code of Conduct*

I, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*,* employed by\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*,* agree that while employed, volunteering or implementing the IYF funded project, I will:

* Not condone or participate in behavior of children that is illegal, unsafe or abusive;
* Not discriminate, treating children with respect regardless of race, color, sex, language, religion, sexual orientation, political or other opinion, national, ethnic or social origin, property, disability, birth or other status;
* Not engage children in any form of sexual activity or acts, including paying for sexual services or acts, where under the law(s) applicable to the child, the child is below the age of consent or the act(s) are an offence under relevant laws;
* Comply with all relevant laws and local legislation, including labor laws in relation to child labor;
* Maintain a safe environment where participants come to participate in program activities;
* Accept that I am always responsible for any inappropriate behavior, even if a child initiates an inappropriate relationship or behaves in an unacceptable manner;
* Not use language or behavior towards children that is inappropriate, harassing, abusive, sexually provocative or demeaning;
* Avoid being placed in compromising or vulnerable positions when engaging with children and to the greatest extent possible ensure that another adult is present when working in the proximity of children;
* Not invite unaccompanied children into my home, unless they are at immediate risk of injury or in physical danger;
* Not use any computers, mobile phones, or video and digital cameras appropriately, and never to exploit or harass children or to access child pornography through any medium;
* Not hire children for domestic or other labor which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury;
* Not use my relationship of authority inappropriately;
* Immediately report concerns or allegations of child abuse in accordance with appropriate procedures.

When photographing or filming a child for work related purposes, I must:

* Comply with local traditions or restrictions for reproducing personal images;
* Obtain consent from a parent or guardian of the child. As part of this I must explain how the photograph or film will be used;
* Ensure photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner. ;
* Ensure images are accurate representations of the context and the facts;
* Ensure file labels do not reveal identifying information about a child when sending images electronically.

In relation to this code of conduct, I acknowledge and understand the following:

* Sexual exploitation and abuse constitute acts of gross misconduct and are therefore grounds for removal from IYF’s project;
* Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief in the age of a child is not a defense;
* Exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading, or exploitative behavior, are all prohibited. This includes exchange of assistance that is due to participants (both adults and children) and all forms of prostitution (legal or not);
* Sexual activities with participants are prohibited since they are based on inherently unequal power dynamics. Such relationships undermine the credibility and integrity of my organization’s work
* I am obliged to create and maintain an environment that prevents sexual exploitation and abuse and promotes the implementation of the code of conduct.
* Where I develop concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same agency or not, I must report such concerns via established reporting mechanisms;

I understand that the duty is on me, as a person engaged bya program of the International Youth Foundation*,* to abide by all relevant laws, to use common sense and avoid actions or behaviors that could be construed as child abuse when working with and/or implementing IYF-funded activities.

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Signature

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Date