

No Means No Worldwide Child Protection Policy and Code of Conduct

NMNW commits itself to creating and maintaining an environment which promotes its core values and also strongly condemns all kinds of abuse and sexual exploitation, especially towards its beneficiaries, including children.

This Child Protection Policy and Code of Conduct among other key policies of the organization are NMNW's indication in demonstrating its commitment to safeguarding children from harm. This policy makes it clear to all in the organization and all those associated with NMNW what is required in relation to the protection of children, and that child abuse in any form is unacceptable at all times.

Scope

The Child Protection Policy applies to anyone working for or associated with NMNW. It encompasses the whole organization, its partners, and includes without limitation:

- **Staff at all levels** - in the offices and field locations, including staff of partner organizations.
- **Associates** – these include board members, volunteers, community volunteers, sponsors, consultants, and contractors. This also includes staff and associates of partner organizations and local governments who have been brought into contact with children.
- **Visitors** – (e.g., donors, journalists, media, researchers, etc.) whoever may come into contact with children through NMNW is also bound by this policy.

Principles and Values

The following principles and values reflect NMNW's stand on child protection:

- **Zero tolerance of child abuse:** NMNW does not tolerate any form of child abuse, nor does it tolerate possession or access to any material that is abusive towards children. NMNW will not knowingly engage anyone who poses a direct risk to children.
- **Recognition of children's interests:** NMNW recognizes that some children are at greater risk of abuse. Of particular vulnerability are children with disabilities, children in conflict situations, as well as children in natural disaster or post natural disaster situations.
- **Sharing responsibility of child protection:** When bidding for projects in association with firms that do not have a child protection policy, NMNW will ensure that associate firms agree to adopt NMNW's Child Protection Policy for the duration of the project.

Goal

Our goal is to protect children from all forms of abuse in the course of our work.

Purpose

The purpose of this Child Protection Policy is to:

- Provide a management strategy to prevent child abuse and protect children in the course of our work;
- Protect NMNW staff and partners from unfair practices and processes; and

- Provide NMNW staff and partners with clear guidelines on what to do in the case of suspected child abuse.

Definitions

A child is defined as any person under the age of 18 years.

Child abuse is defined as all forms of physical abuse, emotional ill-treatment, sexual abuse and exploitation, neglect or negligent treatment, commercial or other exploitation of a child, and includes any actions that result in actual or potential harm to a child.

Child abuse may be a deliberate act or it may be failing to act to prevent harm. Child abuse consists of anything which individuals, institutions, or processes do or fail to do, intentionally or unintentionally, which harms a child or damages his/her prospect of safe and healthy development into adulthood.

Sexual abuse is defined as the actual or threatened sexual exploitation of a child including all forms of sexual activity such as rape, incest, and pornography.

Physical abuse is defined as the actual or likely physical injury of a child or a failure to prevent physical injury or suffering.

Neglect is defined as the persistent or severe neglect of a child, the failure to protect a child from exposure to danger including cold or starvation, and the failure to carry out important aspects of care resulting in the impairment of the child's health or development.

Emotional abuse is defined as the actual or likely severe adverse effect on the emotional and behavioral development of a child caused by persistent or severe emotional ill-treatment or rejection. All abuse involves emotional ill-treatment.

NMNW prohibits any and all conduct that may reasonably be interpreted as abuse, exploitation or neglect as defined above whether or not such conduct is pervasive enough or severe enough to meet the technical legal requirements of harassment.

No Means No Worldwide's commitment to child protection

NMNW's commitment to child protection will be guided by the following:

1. **Awareness:** we will ensure that all NMNW staff and partners, as well as stakeholders involved in projects, are aware of the problem of child abuse and its risks to children.
2. **Prevention:** we will ensure, through awareness and good practice, that NMNW staff and partners minimize the risks to children.
3. **Reporting:** we will ensure that NMNW staff and partners are clear on what steps to take when concerns arise regarding the safety of children.
4. **Responding:** we will ensure when concerns of abuse arise, action is taken to support and protect the children targeted.

Further to the above, NMNW employees, contractors, and volunteers shall:

- Treat children with respect regardless of race, color, gender, language, religion, political or other opinion, national, ethnic or social origin, property, disability, HIV status or other status

- Refrain from language use or behavior towards children 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 or sexual intercourse, including paying for sexual services or acts
- Ensure that another adult is present when working in the proximity of children, whenever possible
- Not invite unaccompanied children into his/her home or place of residence, unless they are at immediate risk of injury or in physical danger
- Only engage in appropriate use of any computers, mobile phones, video cameras, cameras or social media, and never exploit or harass children or access child exploitation material through any medium
- Never use physical punishment on children
- Not hire or pay 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
- Comply with all relevant and local legislation, including labor laws in relation to child labor
- Immediately report concerns or allegations of child exploitation and/or abuse and policy non-compliance in accordance with appropriate procedures
- Immediately disclose all charges, convictions and other outcomes of an offence, which occurred before or during his/her association with NMNW that relates to child exploitation and abuse.

When photographing, filming a child, or using children's images for work-related purposes, every NMNW employee, contractor, and volunteer must:

- Assess and endeavor to comply with local traditions and practices or restrictions for reproducing personal images before photographing or filming a child.
- Obtain informed consent from the child and parent/guardian of the child before photographing or filming a child. As part of this, he/she must explain how the photograph or film will be used.
- Ensure photographs, films, videos, and digital images 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 seen as sexually suggestive.
- Ensure images are honest representations of the context and the facts.
- Ensure that file labels, meta data, or text descriptions do not reveal identifying information about a child when sending images electronically or publishing images in any form.

This is not an exhaustive or exclusive list. The principle is that staff should avoid actions or behavior which may constitute poor practice or potentially abusive behavior.

When in contact with children, staff, contractors, volunteers, associates, and visitors should:

- Be aware of situations which may present risks and manage them carefully.
- Plan and organize the work and the workplace so as to minimize risks.
- As far as possible, be visible to others when working with children.

- Ensure that a culture of openness exists to enable any issues or concerns to be raised and discussed.
- Ensure that a sense of accountability exists between staff so that poor practice or potentially abusive behavior does not go unchallenged.
- Talk to children about their contact with staff or others and encourage them to raise any concerns.
- Empower children – discuss with them their rights, what is acceptable and unacceptable, and what we can do if there is a problem.

General Procedures

The following general procedures will mainstream NMNW's Child Protection Policy.

- The Child Protection Policy is made an integral part of NMNW's organizational culture and values, and it contains legally binding instructions.
- Contracts for persons employed by NMNW will contain a provision foreseeing their dismissal or transfer to other duties if they breach the Child Protection Policy.
- All NMNW associates will be required to adopt a child protection policy that meets the standards of NMNW's own policy in this matter.
- Any agreement between NMNW and associates which concerns services directly to children will require assurance that appropriate child protection policies and procedures are in place.
- A copy of the Child Protection Policy will be posted on the NMNW website and notice boards for all staff to access.
- A reporting procedure will be put in place to investigate and deal with possible child abuse.
- All NMNW offices will display contact details for reporting possible child abuse, and NMNW staff will have contact details for reporting.

Guidelines for reporting suspected or actual abuse of children

All suspected violations of this policy must be reported immediately in line with the processes and approach detailed in the '*Reporting of Behavioral Breaches*' section of the Employee Handbook.

All employees and supervisors have a duty to report suspected or confirmed incidents and to cooperate in the investigation of alleged child abuse. In addition, failing to cooperate or deliberately providing false information during an investigation shall be grounds for disciplinary action, including termination of employment.

It is NMNW's policy to protect an employee submitting a good faith report of misconduct against any form of child abuse, exploitation, harassment, intimidation, discrimination, or retaliation. See NMNW's '*No Retaliation (Whistleblower Protection Policy)*' for details.