



Standards of Behaviour – Red Cross Child Protection Code of Conduct

The Red Cross Child Protection Code of Conduct applies to staff members, volunteers, Members, and sole trader contractors and subcontractors within the Scope of the Child Protection Policy. Its purpose is to set out the standards of conduct and behaviour expected by Red Cross in order to protect children.

Defining words used in the Code

A number of words used in this Code are defined in the Red Cross Child Protection Policy. **You must refer to the definitions.**

The Policy

I have read and understood the Red Cross Child Protection Policy: Keeping Children Safe and Well.

General obligations

I agree and understand that these obligations apply:

- while I am working for Red Cross or engaged in activities funded by Red Cross
- when I am publicly displaying a connection to Red Cross (for example, wearing a t-shirt)
- in situations where I am recognised as a representative of Red Cross
- at all times, when I am on international placement working in roles and or on projects funded by the Department of Foreign Affairs and Trade (“DFAT”).

Child Protection Code of Conduct. May 2018.

I will:

- treat all children with respect
- respect cultural, religious and political differences and act in a culturally sensitive way
- not use language or behaviour towards children (including on-line behaviour) that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate
- not engage children under the age of 18 in any form of sexual intercourse or sexual activity, including paying for sexual services
- wherever possible, ensure that another adult is present when I am working near children
- not invite unaccompanied children into private residences, unless they are at immediate risk of injury or in physical danger
- not sleep close to unsupervised children unless absolutely necessary, in which case the supervisor’s permission must be obtained, and ensuring that another adult is present if possible (noting that this does not apply to my own children)
- never use any computers, mobile phones, video cameras, cameras or social media to exploit or harass children, or access child exploitation material through any medium
- not use physical punishment on children
- not hire children for domestic or other labour: 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 Australian and local legislation, including labour laws in relation to child labour
- immediately report concerns or allegations of child exploitation, abuse and neglect, and policy non-compliance in accordance with appropriate procedures
- immediately disclose all charges, convictions and other outcomes of an offence that relates to child exploitation and abuse, including those under traditional law, which occurred before or occurs during association with Red Cross
- be aware of behaviour and avoid actions or behaviours that could be perceived by others as child exploitation and abuse.

Filming and photographing children and use of children’s images for work related purposes

When photographing or filming a child or using children’s images for work-related purposes, I must:

- take care to ensure local traditions or restrictions for reproducing personal images are adhered to before photographing or filming a child
- obtain informed consent from the child and parent or guardian of the child before photographing or filming a child. An explanation of how the photograph or film will be used must be provided
- ensure photographs, films, videos and DVDs 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 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.

Refer to the Child Protection Handbook Annexure: “Australian Red Cross: Use and Storage of Children’s Images Guidelines” for further information.

Acknowledgements

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

I also understand that any breach of the Policy or the Child Protection Code of Conduct is a violation of my obligations and may lead to disciplinary action up to and including dismissal, termination of services, termination of Red Cross membership, legal action, and/or criminal investigation and prosecution.

Signed:

Signature _____ Date

Name

Position

Organisation

