



# 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.

## 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 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; and
- 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.

I will:

- treat children with respect regardless of race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status;
- not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate;
- not engage a child in any form of unlawful sexual activity or acts, including paying for sexual services or acts;
- ensure wherever possible, that another adult is present when working in the proximity of children;
- not sleep close to children unless it is absolutely necessary in which case I will keep my Manager informed and ensure another adult is present, where possible;
- not spend time alone with children who are unrelated to me outside work hours unless I live and work in the same community and come together with those children in the context of my family, social and community life. In this situation, I will continue to be a positive role model and mentor for those children and not discuss private/confidential information concerning them;
- use any computers, mobile phones, video and digital cameras or social media appropriately, and never to exploit or harass children or to access child exploitation material through any medium (see also 'Filming and photographing children and Use of children's images for work related purposes', below);
- 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 local legislation, including labour laws in relation to child labour;
- immediately report concerns or allegations of child abuse and exploitation in accordance with the Red Cross Child Protection Policy or this Code of Conduct and any relevant legislative reporting requirements; and
- immediately disclose all charges, convictions and outcomes of an offence, which occurred before or occurs during my association with Red Cross that relate to child exploitation or abuse.

### Filming and photographing children and Use of children's images for work related purposes

I further agree that, while working with Red Cross or engaged in Red Cross activities, and when photographing or filming a child or using children's images for work-related purposes, I must:

- before photographing or filming a child, assess and endeavour to comply with local traditions or restrictions for reproducing personal images;
- before photographing or filming a child, obtain informed consent from the child and a parent or guardian of the child, and wherever possible, I will use the Red Cross Image Release Form, together with a verbal briefing about where and 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. 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; and
- ensure the 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 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.....