



Child Protection Code of Conduct

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A. Introduction

Waniati maternal waiting home Inc. is committed to the safety and protection of children as outlined in our Child Protection Policy. 'Children' describes any person under the age of 18 years of age.

This Code of Conduct intends to build on that policy by providing clear boundaries for the behaviour of all Waniati maternal waiting home staff and representatives when interacting with children. Waniati maternal waiting home staff and representatives refers to anyone who represents Waniati maternal waiting home including but not limited to staffs, volunteers, contractors, security guards, visitors and board members.

This applies to all Waniati maternal waiting home staff and representatives at all time and serves as a guide to make ethical decisions in their professional and private lives.

This code of Conduct relies first and foremost on individuals engaged by Waniati maternal waiting home to abide by the law and to use judgement and common sense and to avoid actions or behaviours that could be interpreted as a child abuse.

Waniati maternal waiting home has zero tolerance for a child abuse and exploitation.

The staff and representatives of Waniati maternal waiting home are required to read, Sign and comply by this Code of Code. Staff and representatives who fail to do so should know they are at risk of immediate dismissal and action against them by Waniati maternal waiting home and/or government authority.

B. CODE OF CONDUCT

1. I understand a child is a person under 18 years of age.
2. I will abide by Waniati Development Association values and Child Protection Policy.
3. I will treat all children with respect regardless of their race, colour, gender, language, religion, opinions, nationality, ethnicity, social origin, property, disability and other status.
4. I will not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
5. I will not engage children in any form of sexual intercourse or sexual activity. This includes never paying for sexual services or acts with children.
6. wherever possible, ensure that another adult is present when working near children
7. I will not hold, kiss, snuggle, caress, or touch any children in an inappropriate way.
8. I will not do things of a personal nature that a child can do for themselves (for example toileting, bathing dressing) excluding for my own children.

9. I will act professionally towards children I interact with my capacity as a Waniati maternal waiting home representative, whilst at the same time showing genuine care and compassion.
10. I will not use possession or under the influence of liquor or illegal drugs while in the presence of, or while supervising a child. I will not provide or allow a child to consume alcohol or illegal drugs.
11. I will refrain from engaging in open discussions of a mature or adult nature in the presence of children.
12. I will always actively minimize opportunities and situations where child can be harmed.
13. I will not sleep close to a child who is a client of Waniati maternal waiting home unless for that child's security and safety, in which case I must obtain prior permission from a Waniati Development Association Child Protection Delegate (Executive Director).
14. I will not invite unaccompanied children into private residences, unless they are at immediate risk of injury or in physical danger.
15. I will 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.
16. I will not use physical punishment on children who is a client of Waniati Development Association or a dependent of Waniati maternal waiting home client.
17. I will 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.
18. I will report to Waniati maternal waiting home any child related activity which is illegal or abuse, including if it is done by Waniati maternal waiting home staff or representatives and I will not be part of that activity.
19. I will ensure that I am not placed in a position where I am alone with a child or children by always having another adult present in the closeness of children, unless I am a Waniati maternal waiting home staff member and my work requires me to be alone with a child (eg: for interview purposes).

20. I will immediately report any suspicious, allegation, or witness of child abuse of child in Waniati maternal waiting home care as per the reporting procedures outlined in the policy.
21. I will not abuse my position to hold professional assistance or give preferential treatment, gifts or payment of any kind to a child or any other person in relation to a child in order to solicit any form of advantage or favour from a child.
22. I will hold the integrity of Waniati maternal waiting home by ensuring that my professional and personal conduct is and is seen to be of the highest standard.
23. If I do not understand any part of this Code- Child Protection Policy, or my obligation under it, I undertake to discuss and clarify with Executive Director and/or operations director.

C. CODE OF CONDUCT BREACHES

If you breach the Waniati maternal waiting home – Child Protection Policy or this Code of Conduct you will face disciplinary action, including possible termination of employment or cessation of engagement with Waniati maternal waiting home. Depending on your seriousness of your actions, you may also face legal action against you.

D. DECLARATION

I have read the Waniati maternal waiting home - Child Protection Policy and this Code of Conduct and I understand my responsibility to abide by both at all times to protect myself and most importantly, I child I come in contact.

I will understand my obligation to report any suspicious, allegation or witnessing of a child protection incident as well as the process is report.

I understand I may approach my supervisor, Waniati maternal waiting home Executive Director or program manager if anything in this document is unclear or if I have any questions relating to my child protection responsibilities.

Signature _____

Print name _____

Position _____

Date _____