بسم الله الرحمن الرحيم

VOLUNTEER'S

Child Protection Policy

VOLUNTEERS

VOLUNTEERS NATIONAL ORGANIZATION FOR DEVELOPMENT AND HUMANITARIAN SERVICE'S

1- Overview:

The following Code of Conduct applies to VOLNTEER'S staff and summarizes both the standards of conduct which reflect our values and that we uphold, and the types of unacceptable conduct that are incompatible with these values. The purpose of this code of conduct is to ensure that those working with VOLNTEER'S behave in ways which:

Promote mutual trust and respect between staff and the people we work with

Enable staff to perform their duties effectively

Protect all staff and those we work with

Protect VOLNTEER'S reputation

In making these commitments public we hold ourselves accountable for our conduct to each other, to our partners and to the project participants and communities where we work.

2– Our values & positive conduct

Those who work with VOLNTEER'S are expected to behave in ways that honor VOLNTEER'S's mission and vision. As an individual working with VOLNTEER'S, you are expected to be:

Compassionate, valuing individual and community relationships, identifying with the situations faced by those we assist and showing understanding and concern, Servant-hearted, working with humility ,seeking to serve and encourage others and to model good leadership. Truthful, being honest and transparent in every interaction, avoiding false promises, seeking and speaking truth ,Courageous, action oriented in your approach, speaking out for the voiceless and upholding justice and fairness ,Respectful at all times, listening and treating others with dignity, without discrimination, distinction or favoritism.

Forgiving and tolerant, seeking to work well together and with others, with those who share different beliefs and to resolve personal conflict

Sensitive to local cultural and religious norms and standards of behavior, whilst questioning any norms that contradict the values above or are perceived as potentially harmful to others

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3- Unacceptable conduct

There are types of conduct which contradict VOLNTEER'S's values. VOLNTEER'S has staff policies which explain these forms of unacceptable conduct in detail. I understand that a breach of this Code of Conduct will lead to disciplinary action and may lead to my dismissal. As an individual when working with VOLNTEER'S, YOU will:

Ensure your personal and professional conduct is of the highest standard and in keeping with VOLNTEER'S's mission, values and beliefs, policies and practices. This includes observing local laws, being sensitive to local culture, attending to my duties during my contractual working hours and performing my duties to a satisfactory standard.

Avoid involvement with any criminal activity, including theft and fraud.

Refrain from activities that are corrupt, or give, take, receive or ask for any gifts, favors or goods that may be viewed or perceived as a bribe.

Not discriminate or show favoritism to others, or misuse my authority as a VOLNTEER'S member of staff.

Not sexually exploit or sexually harass other individuals

Not undertake any form of unsafe, manipulative or abusive behavior with children (below **18 years of age)**

Not be aggressive or violent, harass, bully, verbally or physically abuse other individuals.

Not work under the influence of alcohol or use, or be in possession of, illegal substances.

Adhere to VOLNTEER'S's health, safety and security policies and procedures and avoid any unnecessary risk to the health, safety and security of myself, and others, including partner organizations and beneficiaries.

Be responsible for the use of information and resources to which I have access whilst working with VOLNTEER'S

Avoid activities outside of working hours that would compromise the work of VOLNTEER'S or bring VOLNTEER'S into disrepute

VOLNTEER'S requests that our staff report any breaches of this Code of Conduct and I will therefore inform VOLNTEER'S of any conduct which contravenes this Code of Conduct using the appropriate mechanism. VOLNTEER'S requests

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our partners and the project participants and communities where we work to report any situations where the staff may be breaking this Code of Conduct.

4- Declaration:

I declare I have read, understood and will uphold EORD's Code of Conduct whilst working with VOLNTEER'S.

Name:_____

Signature:_____

Date:_____

Name of Staff Member/Visitor/Contractor/Donor/Sponsor etc: ----------

Position: ----------

Signed: ----------

Date:----------

that in any new disaster, information on the emergency situation, availability and nature of humanitarian

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