

### TI Cambodia Child Protection/SEAH Code of Conduct

I, *[insert name]* \_\_\_\_\_, agree that while engaged by TI Cambodia, acknowledge that I have read and understood TI Cambodia's Child Protection and Preventing Sexual Exploitation, Abuse and Harassment Policies and Procedures and agree that while working with TI Cambodia, I will:

#### Child Protection:

- Treat children with respect regardless of race, colour, sex, gender, gender identity, sexuality, sexual orientation, age, indigeneity, national, ethnicity, language, religion, political or other opinion, disability, property, displacement, caste, poverty, class or socio-economic status;
- Not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate;
- Not engage children in any form of activity that is demeaning, offensive, sexually provocative, abusive or culturally inappropriate or insensitive;
- Not engage children in any form of sexual activity or acts, including paying for sexual services or acts;
- Wherever possible, ensure that another adult is present when working in the proximity of children;
- Not invite unaccompanied children into my home, unless they are at immediate risk of injury or in physical danger;
- Not sleep close to unsupervised children unless absolutely necessary, in which case I must obtain my supervisor's permission, and ensure that another adult is present if possible;
- Not show favouritism through the provision of gifts or inappropriate attention; behave provocatively or inappropriately with a child;
- Use any computers, mobile phones, or video and digital cameras appropriately, and never to exploit or harass children or to access child pornography through any medium (see also 'Use of children's images for work related purposes below);
- Refrain from physical punishment of children;
- Refrain from hiring 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 Cambodian legislation, including labour laws in relation to child labour
- Immediately report concerns or allegations of child abuse in accordance with appropriate procedures to TI Cambodia's Ethics committee;
- Immediately disclose all charges, convictions and other outcomes of an offence, which occurred before or occurs during my association with TI Cambodia that relate to child exploitation and abuse.

#### Use of children's images for work-related purposes

When photographing or filming a child for work-related purposes, I must:

- Before photographing or filming a child, assess and comply with local traditions or restrictions for photographing or filming a child.
- Before photographing or filming a child, obtain consent from the child and/or a parent or guardian of the child. As part of this I must explain how the photograph or film will be used.
- Ensure photographs, films, videos and DVDs present children in a dignified and respectful 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 or text descriptions do not reveal identifying information about a child when sending images electronically or publishing images in any form.
- Conceal the identity of vulnerable and at-risk children. Do not show a vulnerable child's face or represent them in any way that may lead to their identification.
- Not identify children as survivors of sexual exploitation, gender-based violence or abuse
- Not reveal an individual child's status as a person living with HIV, TB or any other serious health conditions without written consent.

**Preventing Sexual Exploitation, Abuse and Harassment:**

- Treat people with dignity, respect and fairness.
- Understand and respect diversity.
- Recognise where there are power differences and seek to address them.
- Take actions that show consideration for cultural concerns and expectations.
- Report any concerns or suspicions that arise regarding sexual abuse or exploitation.
- Not engage in any form of sexual abuse or exploitation of any persons of any age.
- Not engage in sexual activity with a child (person under the age of 18) regardless of the age of majority or age of consent locally.
- Not exchange money, employment, goods or services for sex while on work related travel or representing TI Cambodia (including sexual favours or other forms of humiliating, degrading, or exploitative behaviour).
- Not engage in sexual relationship that involves, or appears to involve, partiality, preferential treatment or improper use of rank or position.

I understand that the responsibility is on me, as a person engaged by TI Cambodia, to use common sense and avoid actions or behaviours that could be construed as child exploitation or abuse and sexual exploitation, abuse and harassment when implementing TI Cambodia's work.

Name \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_