

## CHILD PROTECTION POLICY

Charitable organization “Union of adolescents and youth “Teenergizer” (the 'ORGANIZATION') is committed to the protection of all children, with particular focus on the safety and wellbeing of children impacted by its policies and programs. In addition to complying with ORGANIZATION’s Code of Conduct and any other child protection policies required by specific funding and partner agreements, ORGANIZATION’s employees, representatives and volunteers are required to abide by this Child Protection Policy. The ORGANIZATION’s Child Protection Policy provides specific guidelines for ORGANIZATION staff, representatives and volunteers regarding appropriate behavior when interacting with children in order to promote the safety and wellbeing of children accessing ORGANIZATION’s programs and minimize any risks of child endangerment.

### Code of Conduct for Child Protection

#### ORGANIZATION staff, representatives and volunteers must:

- Treat children with dignity and respect regardless of ethnicity, race, color, gender, age, language, religion, political or other opinion, property, disability, birth or other status.
- Conduct themselves in a manner appropriate with their position as a representative of ORGANIZATION in all dealings with children.
- Raise any concerns regarding a child’s safety or wellbeing in a timely manner with a supervisor.
- Report in a timely manner any allegation or evidence of inappropriate behavior or misconduct to a supervisor.
- Be visible when working with children and, wherever possible, ensure that another adult is present when working in the proximity of children.
- Use age-appropriate language and respect local culture and parental rights, share information with children regarding decisions that may affect them and their health, when it is appropriate.
- Comply with all relevant country legislation pertaining to children and their rights, including labor laws in relation to child labor.

#### ORGANIZATION staff, representatives and volunteers must NOT:

- Use language or demonstrate behavior towards children that is inappropriate, harassing, abusive, demeaning, sexually provocative, or culturally inappropriate.
- Engage children in any form of activity that is demeaning, coercive, offensive, sexual, in any way, abusive or culturally inappropriate.
- Engage children in any form of sexual activity or acts, including paying for sexual services or acts.
- Invite unaccompanied children into their home, unless they are at immediate risk of injury or in physical danger.
- Exploit or harass children or access child pornography through any medium.
- Sleep in close proximity to unsupervised children.
- Hire children for domestic or other labor that is inappropriate given their age or developmental stage, or that interferes with education, recreation, or places them at risk of injury.
- Exclude, show unfair treatment towards or favor a particular child.
- Photograph, record or videotape children inappropriately and without consent of the child and his/her parents or guardians.
- Physically assault, discipline or punish children.
- Hold, kiss or in any way touch a child in an inappropriate or culturally insensitive manner.

When photographing or filming a child for work related purposes, ORGANIZATION's staff, representatives or volunteers must:

- Assess and comply with local traditions or restrictions for reproducing personal images.
- Obtain consent from the child and/or a parent or guardian of the child, including an explanation as to how the photograph or film will be used prior to photographing or filming.
- Ensure that use of photographs and video will not endanger a child by exposing his or her identity, location or participation in a compromising activity. This determination must be made by ORGANIZATION's employees together with management, and should not be based solely on receipt of consent.
- Ensure photographs and video present children in a dignified and respectful manner. Children should be appropriately 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 do not reveal identifying information about a child when sending images electronically.