

MBM TDC`s Code of Conduct

MBM TDC`s Code of Conduct is part of the Company`s Child Protection Policy.

It enables staff, volunteers, interns and consultants to comply with our Child Protection Policy. By setting standards for appropriate behavior it also protects people who come into contact with children from unfounded accusations of improper conduct.

The Code clarifies those unacceptable forms of behavior which will result in a formal enquiry and which could lead to disciplinary measures being taken or criminal proceedings being instituted. Additionally, the Code of Conduct gives guidance on the expected standards of behavior of adults towards children, and also of children towards other children.

This Code of Conduct applies to MBM TDC staff and anyone acting as a representative of, or on behalf of, MBM TDC who may come into direct contact with, or be responsible for, bringing children into contact with adults.

The Code of Conduct shall be prominently displayed for, or easily accessible to, all organization representatives.

The Code of Conduct should be interpreted in a spirit of transparency and commonsense, with the best interests of the child as the primary consideration.

Minimizing Risk Situations

NEVER

1 Condone or participate in behavior that is illegal or unsafe or sets a bad example.

TRY NOT TO:

1 Be alone with a single child, including in the following situations: in a car, overnight, in your home, or in the home of a child.

2 Show favoritism or spend excessive amounts of time with one child.

TRY TO:

3 Avoid placing yourself in a compromising or vulnerable position.

4 Be accompanied by a second adult whenever possible.

5 Meet with a child in a central, public location whenever possible. 6 Avoid doing something that could be misinterpreted by a third party.

Sexual Behavior

NEVER:

- 1 Develop physical/sexual relationships with a child or any young adult in your charge.
- 2 Behave physically in a manner that is inappropriate or sexually provocative.
- 3 Engage in or allow sexually provocative games with children to take place.
- 4 Do things of a personal nature that a child could do for him/herself, including dressing, bathing, and grooming.

Physical Behavior

NEVER:

- 1 Hit or otherwise physically assault or physically abuse a child.

DO:

- 2 Wait for appropriate physical contact, such as holding hands, to be initiated by the child.
- 3 Ask permission from children before taking photographs of them, except under exceptional circumstances, based on the child or children's best interest, where this might not be possible or desirable.

Psychosocial Behavior

DO:

- 1 Be aware of the power balance between an adult and child, and avoid taking any advantage this may provide.

DO NOT:

- 1 Use language that will mentally or emotionally harm a child.
- 2 Suggest inappropriate behavior or relations of any kind.
- 3 Act in any way that intends to embarrass, shame, humiliate or degrade a child.
- 4 Encourage any inappropriate attention-seeking behavior, such as tantrums by a child.
- 5 Show discrimination of race, culture, age, gender, disability, religion, sexuality, or political persuasion.

Peer Abuse

DO:

- 1 Be aware of the potential for peer abuse.
- 2 Encourage MBM TDC partners to develop special measures and/or supervision to protect younger and especially vulnerable children.
- 3 Avoid placing children in high-risk peer situations (e.g. unsupervised mixing of older and younger children).

DO NOT:

- 1 Allow children to engage in sexually provocative games with each other.

Physical Environment

DO:

- 2 Encourage partners to develop clear rules to address specific physical safety issues relative to the local physical environment of a project (e.g. for projects based near water, heavy road traffic, railway lines).

What to do if you suspect or witness an abuse/ potentially abusive behavior

Immediately bring to the attention of MBM TDC any instance of witnessed or suspected abuse, and any action or behavior that could be construed as poor practice or potentially abusive.