

Protecting children against violence – Kindernothilfe guidelines on dealing with children within the scope of its work

Kindernothilfe is committed to protecting children against violence within the organisation, at events and within the scope of its working co-operation with the co-ordination structures and partner organisations overseas. That is why it implements preventive measures not only within the organisation itself, but also in the

projects it supports, to minimise the risk of violence. Based on the definition outlined in the introduction to Kindernothilfe's Child Protection Policy, violence in this context encompasses physical, sexual and psychological violence as well as exploitation and neglect.

The objective of the Code of Conduct concerning interaction with children is for Kindernothilfe staff to take individual and joint responsibility for the protection of children.

Name:

Position:

With my signature, I commit myself to ...

- › comply with the current version of Kindernothilfe's Child Protection Policy
- › ensure compliance with, raise awareness for and distribute the Code of Conduct within my working environment
- › respond without delay to all misgivings, allegations and incidents and immediately inform Kindernothilfe's Child Protection Officer and/or Ombudsperson²⁰

In this respect, I will ...

- › contribute to the creation of a safe, supportive and empowering environment for children, especially in my working context
- › treat children as distinct personalities and take their opinions, ideas and concerns seriously
- › treat all children equally, with dignity and respect
- › comply with the Child Protection Guidelines of the respective partner organisations
- › comply with the "two adult rule", i.e. whenever I have personal contact with a child in discussions, interviews etc., I will ensure that another adult is present at all times or is within sight or earshot
- › respect the human dignity of children and their need for protection when taking photographs, filming or

writing reports for public relations purposes (e.g. by not photographing unclothed or suffering children) and use this material for private purposes (e.g. internet/Facebook) only where the relevant declaration of consent also extends to private use²¹

- › ensure that, when presenting Kindernothilfe's project work, all media content is based on the principles of respect and equality and preserves the dignity of the person depicted; I will present the living situations of children and their immediate environment in a differentiated and truthful manner; I will present children as distinct personalities with many different facets and potential, and avoid reducing the individual concerned to the role of victim or any other stereotype
- › deal with children's personal data with utmost care, in accordance with the applicable data protection guidelines and communication standards of Kindernothilfe and demand the same standards from third parties that receive information about children through Kindernothilfe or partner organisations
- › not spend the night in hotels or visit other establishments during working visits that are known to be used for the (sexual) exploitation of children

Furthermore, I will refrain from all forms of threatening behaviour, discrimination, humiliation, physical or verbal violence or intimidation. This means, for example, that I will never ...

- misuse the power afforded by my position/office or my influence to the detriment of the life and well-being of a child
- strike children or physically assault them in any way
- exploit a child or subject him/her to sexual, physical or psychological violence; above all, never engage in any kind of sexual activity with a child or expose him/her to pornographic material
- embrace, stroke, kiss or touch a child in an inappropriate or culturally insensitive manner
- use inappropriate, indecent or abusive language
- utter sexual innuendo or perform suggestive acts in the presence of a child
- help a child with tasks of an intimate nature, without being requested to do so
- develop a relationship with a child that is exploitative or violent
- spend an excessive amount of time with a single child, separately from other children
- ask children to perform a service that is abusive or exploitative
- tolerate or support illegal, dangerous or violent behaviour towards children

Please return the signed Code of Conduct to Kindernothilfe's human resources department.

Place, Date:

Signature:

19 Staff includes all individuals working for Kindernothilfe on a remunerated or freelance basis, members of the association and of the administrative board of Kindernothilfe.

20 For contact information, follow this link: <https://www.kindernothilfe.de/kindesschutz.html>.

21 For further information see the Kindernothilfe document, "Guidance on the production and use of photographic material"