



Iko Poran Child Protection Policy

Introduction

Iko Poran is committed to ensuring that child abuse, in any form, will not be tolerated.

The United Nations Convention on the Rights of the Child states that:

- All children have equal rights to protection from abuse and exploitation.
- Everybody has a responsibility to support the care and protection of children.

Definitions

- Child refers to every human being below the age of eighteen years.
- Child abuse refers to sexual abuse or other physical or mental harm deliberately caused to a child.
- The Iko Poran Child Protection Policy is a statement of intent that demonstrates a commitment to protect children from harm, and clearly defines what is required to protect all children involved in Iko Poran volunteer programs, or participating in any functions related to Iko Poran. This policy will be provided to all Iko Poran volunteers, staff and project placements.

Statement of Commitment

While assisting developing communities through providing international volunteers to local organizations, the first priority of Iko Poran is the safety and protection of the children and people they are working alongside. Iko Poran is committed to ensuring that the children are not exposed to abuse, exploitation, violence or neglect.

Best Interests of the Child

All decisions and actions concerning a child will take the best interest of the child as the most important consideration. It will be the policy of Iko Poran that decisions or actions regarding any child or group of children should ensure that the positive impact of the decision or action will outweigh any negative impact.

Non-Discrimination

Iko Poran is committed to enforcing a policy of non-discrimination at all times. All children involved with Iko Poran will be treated with respect and equal consideration.

The guidelines in the Iko Poran Child Protection Policy protect both the child from abuse and adults from false accusation.

It is the policy of Iko Poran to:

- Respect the rights and dignity of the children, families and communities with whom Iko Poran works, and always act according to the best interest of children.
- Demonstrate commitment to actively preventing child abuse.
- Take positive action to prevent child abusers becoming involved with Iko Poran, and enforce stringent measures against any associate of Iko Poran who commits child abuse.

Policy Participants

This policy applies to all associates of Iko Poran, including staff and volunteers.

Iko Poran operates (usually the Program Coordinator) to be responsible for ensuring that the Iko Poran Child Protection Policy is distributed and understood by all associates of Iko Poran and the program.

Iko Poran actively encourages that this policy is also used by placements in which Iko Poran volunteers work and is implemented by placement staff.

The Program Coordinator is responsible for advising and informing all local staff and placement staff of the Iko Poran Child Protection Policy and is responsible for the effective implementation of this policy in country.

Upon request, all Iko Poran volunteers shall receive a copy of the Iko Poran Child Protection Policy during their program orientation and shall acknowledge their receipt of, and their responsibilities under the policy in writing.

Volunteer Recruitment, Screening and Orientation

- All Iko Poran staff and volunteers will be informed of the Iko Poran Child Protection Policy.
- All Iko Poran volunteers are required to provide a criminal background check to local staff during orientation, before they can begin volunteering on the program.
- Iko Poran reserves the right to terminate a volunteer's program if a criminal background check or reference check reveals that the volunteer is not suitable to work with children, for any reason that may put children at risk.
- The Iko Poran Child Protection Policy will be reviewed by local staff and volunteers during the program orientation. The local Program Coordinator shall ensure that all new volunteers acknowledge their receipt and understanding of the policy in writing, with signed copies of their acknowledgement kept on file.

Code of Conduct for Iko Poran Volunteers

This Code of Conduct provides guidelines deemed to be appropriate and proper behavior for Iko Poran volunteers when interacting with children. These guidelines are primarily designed to protect children, but are also intended to protect volunteers from false accusations of inappropriate behavior or abuse.

- No child is to be taken outside of the placement site, without making prior arrangements with the placement staff.
- No child is to be taken to any volunteer's homestay, guesthouse, hotel or accommodation.
- Iko Poran volunteers are not permitted to take any child to a cafe, restaurant or buy them food, unless permission has been given by the placement staff.
- Iko Poran volunteers are not permitted to share a bed or room with any children while participating on an Iko Poran program.
- No presents are to be bought for children without prior approval from the placement staff.
- Photography of children is only permitted with permission from the placement staff and photos should not be taken in a way intended to belittle or degrade the children.
- Iko Poran volunteers should not act in ways intended to shame, humiliate, belittle or degrade children or perpetrate any form of emotional abuse.
- Iko Poran volunteers must display appropriate language, actions and relationships with children at all times.
- Iko Poran volunteers must take extreme care when interacting physically with children. Under no circumstance should any physical contact be, or have the appearance of being, sexual in any way.
- Iko Poran volunteers must not exert inappropriate physical force when dealing with children. This includes pushing, shoving, hitting, slapping or any other action that could cause fear, intimidation or distress.
- Iko Poran volunteers must not discriminate against, show differential treatment, or favour particular children to the exclusion of others.
- Iko Poran volunteers are responsible for their actions and reactions to children at all times. The adult is always considered responsible for his or her actions regardless of how a child behaves towards them.
- Where possible and practical, Iko Poran volunteers should implement the 'two adult' rule, whereby two or more adults supervise all activities with children.
- Inappropriate conduct toward children, including failure to follow the behavior standards stated above, is grounds for discipline, up to and including dismissal from the Iko Poran program and/or police notification and legal action.

Please note, this is not an exhaustive or exclusive list. The principle is that volunteers and staff should avoid actions or behavior which may constitute poor practice or potentially abusive behavior.

I have read the complete Iko Poran Child Protection Policy. I fully understand and agree to follow all procedures contained within. If at any time I fail to follow the guidelines set forth by the Iko Poran Child Protection Policy, I understand that my volunteer program may be terminated by Iko Poran and appropriate action will be taken.