

Child Protection Policy Code of Conduct

The Fred Hollows Foundation strongly condemns all forms of child abuse and categorically states that it is unacceptable in any circumstance. We are committed to ensuring a safe environment and culture for all children with whom we come in contact during the course of our work.

As a representative of The Fred Hollows Foundation, I commit to abiding by this Code of Conduct which requires me to:

1. Be respectful of children's rights, background, culture and beliefs as set out in the UN Convention on the Rights of the Child.
2. Conduct myself in a manner consistent with my position as a positive role model to children and as a representative of The Fred Hollows Foundation.
3. Follow organisational policy and guidelines concerning the safety of children as outlined in The Foundation's Child Protection Policy.
4. Follow relevant local, state and national law relating to the protection of children.
5. Ensure that, in any dealing with children during the course of my work, I:
 - Do not hit, physically harm or mistreat children.
 - Refrain from any sexual act or behaviour towards children and young people, including using sexually suggestive language.
 - Make every attempt not to spend unnecessary or excessive amounts of time alone with children.
 - Refrain from inappropriate physical contact with children.
 - Avoid acting in ways that shame, humiliate, degrade or otherwise perpetrate any form of psychological harm against a child.
 - Refrain from developing relationships with children that could be deemed exploitative or abusive in any way.
 - Refrain from discriminating against, showing differential treatment or favouring particular children to the exclusion of others.
6. Respect the confidentiality of a child's personal information so that their dignity and safety is not compromised.
7. Refrain from photographing children or using their photographs in program or promotional materials without following The Foundation's 'Photo Library' policy.
8. Report any possible or actual breaches of this Code of Conduct by Foundation staff, representatives or associates to the relevant FHF Manager(s) as set out in this policy as soon as I become aware of the situation.

I have read the Child Protection Policy and Child Protection Code of Conduct (available at http://www.hollows.org.au/Child_Protection_Policy/) and agree to abide by it at all times to protect the children I may come into contact with through my work for or in association with The Fred Hollows Foundation.

Name & signature:

Date: