



GREEN PARTNERS ASSOCIATION

Engaging-Empowering-Equipping for; a resilient People, resilient Planet & resilient Profit

Bamenda - Cameroon

Tel: (237) 680305422 / (237)673575868

Email: greenpartners2013@gmail.com

Reg. No. 560/G.37/184/VOLII/SAJJP-Limbe, 04/06/2013

Website: www.greenpasso.com

Facebook: <https://www.facebook.com/greenpartnersA>

Instagram: <https://www.instagram.com/greenpartnersassociation/>

LinkedIn: <https://www.linkedin.com/groups/12693181>

GPA CHILD PROTECTION CODE OF CONDUCT

Abuse of children and vulnerable persons is deeply rooted in cultural, economic and social practices. Persons with disabilities as well as children from minority groups are among the most vulnerable to fall victims of abuse and hence are in the need of special protection. Consequently, the developing of a system to protect children and vulnerable persons is essential to the GPA and her partners in the provision of educational needs and supplies, also including all other interventions carried out by GPA. It is on this basis that the commitment below is taken by all GPA staff including but not limited to BODs, project staff, community focal points, volunteers and partners:

I will

- contribute to create and/or uphold an environment where children are listened to and respected as individuals and which is safe, positive and encouraging to them.
- never abuse the power and influence I have by virtue of my position over the lives and well-being of any child or any other vulnerable person.
- never engage in any abusive or exploitative relationship- sexual, physical, emotional - with children or other vulnerable persons. Especially I will never engage in sexual activities with any child or other vulnerable person.
- never request any favor that could be considered abusive or exploitative from children or other vulnerable persons.
- refrain from any form of harassment, discrimination, physical or verbal abuse, intimidation or favoritism.
- if a child or any vulnerable person is a guest in my home, I will abide by the code of conduct.
- plan and organize the work and the workplace so as to minimize risks as far as possible, be visible in working with children
- Put all aspects of this Code of Conduct and associated guidelines into practice
- Listen to children's views and concerns.
- Communicate with other staff and report any suspicious activities, allegations (even if this is just a suspicion) of abuse or inappropriate conduct immediately to my immediate supervisor or senior staff who can offer assistance or advice on how to proceed.
- Maintain confidentiality about sensitive information. Report to the child protection focal person or child protection officer any child abuse allegation or actual abuse within 24hours of knowledge



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- *Immediately disclose all changes, convictions and other outcomes of an offence, which occurred before or occurs during my association with GPA that relate to child abuse or exploitation*

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I Anoncho Valentine Fru employed by/with/of the Green Partners Association

Pledge to

- Follow this policy to protect children and vulnerable persons, the Code of Conduct and reporting protocol, regarding the safety and wellbeing of these persons.
- Respond to all concerns, allegations or disclosures according to the Reporting Protocol within 48 hours.
- Conduct myself in a manner consistent in my position as a positive role model to children and other vulnerable persons, and as a representative of the GPA.
- Treat all children and other vulnerable persons with respect and take notice of their reaction to my tone of voice and manner.
- Be aware of behaviour and avoid actions or behaviours that could be perceived by others as child &/or adult exploitation and abuse
- Not engage in sexual activity or have a sexual relationship with any beneficiary of because of the inherently unequal power dynamics.
- Use the “Two Adult Rule”. When possible, I take care that another adult is present or within reach when conducting one-on-one coaching, instruction, medical/rehabilitation procedures or in the case of when a child or vulnerable person is staying as a guest in the home of a GPA staff member etc. if an adult is having an individual conversation with a child or a vulnerable persons, I take care that another adult is within visual contact. Where individual counseling or treatment is appropriate, I will inform another adult/supervisor in advance where and when this will happen.
- Take care to ensure local traditions or restrictions for reproducing personal images are adhered to before photographing or filming a child
- Obtain informed consent from the child and parent or guardian of the child before photographing or filming a child. An explanation of how the photograph or film will be used must be provided



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I further pledge never to:

- Hold, fondle cuddle or touch children or other vulnerable persons in an inappropriate and/or culturally insensitive way.
- Engage in activities involving close body contact with children or other vulnerable persons beyond the professional requirements.
- Engage in any form of SEA and to ensure the protection of all beneficiaries and staff.
- use language, make suggestions or offer advice that is inappropriate, offensive or abusive.
- make sexually suggestive comments or actions to a child or any vulnerable person, even as a joke.
- spend excessive time alone with a child or any vulnerable person (see “Two Adult Rule” above”)
- assist a child or any vulnerable person in tasks that he or she can do unaided or unless requested (Such as taking them to the toilet, bathing or changing clothes).
- hit or otherwise physically assault or physically abuse children or other vulnerable persons. All disciplinary measures are non-violent and do not humiliate.
- act in ways intended to shame, humiliate or belittle children or other persons, or otherwise perpetrate any form of emotional abuse.
- Discriminate against, show differential treatment, or favor particular children or other vulnerable persons to the exclusion of others.
- hire children as ‘house help’
- Develop relationships with children or other vulnerable persons that could in any way be deemed exploitative or abusive.
- Condone, or participate in behavior of children or other vulnerable persons that is illegal, unsafe or abusive.
- Have a child/children with whom I am working to stay overnight at their home unsupervised
- Condone, or participate in, behavior of children which is illegal, unsafe or abusive
- Not invite unaccompanied children into private residences, unless they are at immediate risk of injury or in physical danger
- Not sleep close to unsupervised children unless absolutely necessary, in which case the supervisor’s permission must be obtained, and ensuring that another adult is present if possible (noting that this does not apply to an individual’s own children)



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- Never use any computers, mobile phones, video cameras, cameras or social media to exploit or harass children, or access child exploitation material through any medium
 - Not hire children for domestic or other labour: which is inappropriate given their age or developmental stage; which interferes with their time available for education and recreational activities; or which places them at significant risk of injury
 - Comply with all relevant national and local legislation including labour laws in relation to child labour
 - Not give or allow children to use illegal drugs, alcohol or restricted substances or encourage their use
 - not give preferential treatment, gifts or payment of any kind to a child or other person in relation to a child in or order to solicit any form of advantage or sexual favour from a child
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- Ensure photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should be adequately 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, meta data or text descriptions do not reveal identifying information about a child when sending images electronically or publishing images in any form

Name: _____

Signature: _____



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