



HEAL OUR LAND GLOBAL CHILD PROTECTION POLICY

I. Purpose

The purpose of this Child Protection Policy is to provide a framework for staff, interns, volunteers and visitors that aims to protect children and reduce the risk of child abuse or exploitation by:

1. educating organization personnel and stakeholders of the importance of child safety
2. protecting against further abuse and exploitation
3. ensuring appropriate interactions between relevant staff, interns, volunteers, and visitors with children

II. Code of Conduct

All staff, interns, volunteers, and ministry partners must:

- Treat children with respect and dignity regardless of race, colour, gender, language, religion, political affiliation, national or ethnic origin, economic status, disability, birth or other status.
- Always put the welfare and safety of the child first.
- Always take into consideration the views and concerns of children, particularly with any decision that affect them.
- Never use language towards or around a child that is sexually or culturally inappropriate, harassing, or abusive.
- Never physically harass or assault a child.
- Never engage children in any form of sexual activity.
- Ensure that another adult is always present during any and all interactions with children in and outside of the organization's premises.
- Provide privacy to children when they are addressing their personal needs, such as going to the toilet, showering, or dressing up.
- Never invite children back home or to non-organization activities.
- Never exchange personal contact information with the children.
- Never sleep in the same bed as or in close proximity to unsupervised children. If children require supervision during sleep, leadership must know this and another adult must always be present.
- Never hold, kiss, hug, or touch a child unnecessarily or in a sexually or culturally inappropriate way, and to ask for permission or consult with other staff before any touching whatsoever.
- Never show favouritism to any one child in any way, particularly in the form of gifts, special attention, or additional services.
- Never inflict physical, mental or emotional punishment on children.
- Never hire or pay children for labour that is inappropriate and exploitive.
- Immediately report concerns or allegations of child exploitation and abuse or any violations of the policy.
- Abide by the relevant laws of the country of operation and residence in regards to child protection and child labour.
- Never harass or exploit children with any inappropriate materials on the internet or by any other means.



- Never access or participate in child pornography through any source.
- Never use technological devices such as computers, mobile phones, cameras inappropriately around children, particularly in sharing any information about the children on social media without the consent of the parents/guardians of the children.
- Never take photos or video footage of children without prior approval from leadership and prior consent from children and their parents/guardians.
- Never publish photos or video footage of children without prior approval from leadership and prior consent from children and their parents/guardians.

III. Media Guidelines

“It is a child’s right to have privacy, and they should be protected from attacks against their life, family, good name, and homes.”

1. The following guidelines help set clear procedures when photographing, filming, or publicly sharing information about a child.
2. The organisation and all staff, interns, volunteers and visitors must:
 - Obtain informed consent from the child and parents/guardians before photographing or filming a child.
 - Explain to children and parents/guardians of the purpose of collecting and distributing such media, and the final content being shared.
 - Allow children or parents/guardians to change their mind and withdraw their consent at any time if they so choose.
 - Ensure that any written content, photographs and video footage of the child is dignified and respectful in nature, and does not place the child in a vulnerable, submissive or embarrassing position.
 - Ensure the children are fully clothed in images and/or video footage and are not in contexts that are sexually suggestive.
 - Ensure images and/or video footage accurately represent the context and the facts of the story surrounding the child.
 - Ensure that identifiable information (i.e. names, locations, etc.) about the child or their family is not shared in any written or visual content.
 - Hide faces of children in photos or video, either by blurry faces or creatively angling footage so that faces are not directly shown.
 - Work closely with any media outlets or newspaper to ensure that content about the organisation and the child is accurate, not sensationalised, and respectful.