STATEMENT OF COMMITMENT TO CHILD PROTECTION

Introduction: This statement outlines the minimum content for a Statement of Commitment to Child Protection (including a code of conduct) within Compassion International. Field Offices may translate, clarify language, contextualize or add to this document as long as these minimum standards are maintained.

Policy

All Compassion International employees, Global Partner Alliance employees, Implementing Church Partner staff (including pastors) and volunteers, (including those who are not a part of the program but have direct access to Compassion-assisted children), and all approved visitors to Compassion-assisted programs, will sign and abide by a statement of commitment, which includes an internationally accepted code of conduct, to promote the protection of children from abuse and exploitation.

It is expected that each individual will have read and understood the relevant content of the organization's Corporate Policies on child protection (I-7 to I-7-7) prior to signing this statement of commitment.

Code of Conduct

1. I will promote the proper respect and dignity of all children and will demonstrate Christian love and care for them, regardless of their gender, age, race, religion, social background, culture, special need or disability.
2. I will never act in any inappropriate way that shames or humiliates a child or in a way that perpetrates any form of verbal, emotional, sexual or physical abuse to a child.
3. I will promote disciplinary measures based on the Biblical principles of dignity, respect, and value of children.
4. I will promote age-appropriate responsibility for each child and maintain appropriate expectations related to their abilities and what is required of them.
5. I will never develop a sexual relationship with a child.
6. I will promote age appropriate communication with children and shun from engaging in any type of inappropriate communication, on any platform including social media, online, written, pictures, videos, face-to-face.
7. I will never use inappropriate language or physically strike a child (beat, slap, or cane) even as a method of discipline for Compassion-assisted children.
8. I will avoid traveling alone with a Compassion-assisted child, without an approved representative.
9. I will engage in activities with Compassion-assisted children only in open or visible places, and in the event that an activity needs to take place in an enclosed space, I will ensure that at least one other approved adult is present.
10. I will not solicit a dating relationship with any Compassion-assisted child or with any underage child as defined by the local laws of his/her country.
11. If I witness child abuse, know a child is in danger, or a child comes to me with a report of abuse, I will take it seriously and report it to the proper staff or relevant authorities. I will seek to do everything within my power to ensure the child is out of danger.
Pledge of Commitment

I, _______________________, understand the content of Compassion International Corporate Policies on child protection related to my roles and responsibilities, and agree to abide by these documents as they relate to my service and/or association with Compassion International.

I am aware that allegations of abuse will be reviewed and investigated as determined necessary by Compassion International. I recognize that, if I violate this Code of Conduct, I may be subject to applicable local laws and to organizational disciplinary measures up to and including termination of employment, partnership, sponsorship, or any other association with Compassion International.

I acknowledge that this document outlines Compassion International’s expectations of me in my service and/or association with its ministry. With my signature below, I agree to abide by this Statement of Commitment to Child Protection and its associated Code of Conduct.

NAME: ______________________________________________

JOB TITLE/POSITION: ______________________________________________

SIGNATURE: ______________________________________________

DATE: ______________________________________________

HR will maintain a signed copy of this statement in each Compassion International employee’s file (Including soft or hard copies). ICP staff will also have a signed record maintained their files, while the relevant representatives of GPA staff, sponsors, donors and other visitors to church partner programs must ensure maintenance of signed copies of statement for each.