

## Child Protection Policy

### Introduction

The principles described in this policy are drawn from DFATs Child Protection Policy 2009 at <https://dfat.gov.au/international-relations/themes/child-protection/Documents/child-protection-policy.pdf>. The overall goal of this policy is to promote the safety and well-being of all children. Although the Crawford Fund training activities do not involve children, it is the Fund's policy to ensure that people associated with the Fund are aware of its Child Protection Policy.

### Guiding principles

The child protection policy is guided by these principles:

**Zero tolerance of child abuse:** Child abuse is not tolerated by the Crawford Fund, nor is possession of or access to child pornography. The Crawford Fund will not knowingly engage, directly or indirectly, anyone who poses an unacceptable risk to children, nor fund any individual or organisation who poses an unacceptable risk.

**Recognition of children's interests:** Australia is a signatory to the United Nations Convention on the Rights of the Child, and The Crawford Fund is committed to upholding the rights and obligations of the convention.

**Sharing responsibility for child protection:** To effectively manage risks to children, the Crawford Fund requires the active support and cooperation of contractors for Crawford Fund-funded aid activities. Contractors must be aware of the child protection policy. The Policy is available at the Crawford Fund website.

### Code of Conduct

Contractors working on behalf of the Crawford Fund will:

- treat children with respect regardless of race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status
- not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate
- not engage children in any form of sexual activity or acts, including paying for sexual services or acts, where under the law(s) applicable to the child (including Part IIIA of the Australian Crimes Act 1914 (Cwlth) as amended), the child is below the age of consent or the act(s) are an offence under relevant laws
- wherever possible, ensure that another adult is present when working in the proximity of children
- not invite unaccompanied children into their home, unless they are at immediate risk of injury or in physical danger
- not sleep close to unsupervised children unless absolutely necessary, and ensure that another adult is present if possible

- use any computers, mobile phones, or video and digital cameras appropriately, and never to exploit or harass children or to access child pornography through any medium (see also 'Use of children's images for work related purposes')
- refrain from physical punishment or discipline of children
- refrain from hiring 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 Australian and local legislation, including labour laws in relation to child labour
- immediately report concerns or allegations of child abuse in accordance with appropriate procedures.

## **Use of children's images for work related purposes**

When photographing or filming a child for work related purposes, they will:

- before photographing or filming a child, assess and endeavour to comply with local traditions or restrictions for reproducing personal images
- before photographing or filming a child, obtain consent from the child or a parent or guardian of the child, and explain how the photograph or film will be used
- 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 do not reveal identifying information about a child when sending images electronically.

The onus is on the person engaged to use common sense and avoid actions or behaviours that could be construed as child abuse when implementing Crawford Fund- funded activities.