



**ECPAT INTERNATIONAL**

# **SAFEGUARDING CODE OF CONDUCT**

## **FOR THE PREVENTION OF SEXUAL EXPLOITATION, ABUSE AND SEXUAL HARASSMENT**

This Code of Conduct follows directly from the ECPAT International Code of Ethical Conduct and should be considered in relation to the ECPAT International Child Safeguarding Code of Conduct. Any form of sexual exploitation, abuse and sexual harassment is a serious violation of ECPAT International fundamental values. Considering our focus on children, a more detailed Code of Conduct specifically focusing on our responsibilities to safeguard children has been developed and forms an integral part of ECPAT International global commitments.

**I, \_\_\_\_\_, as an ECPAT International staff, a contracted individual or a supplier I shall comply with the following, both within and outside working hours, while engaged with ECPAT International**

### ***General Professional and Ethical Conduct***

1. Respect the rights of all people without discrimination, directly or indirectly, against any person on the basis of race, ethnicity, sexual orientation, gender identity or expression, nationality, ethnic or social origin, religion, culture, language, age, disability or any other status.
2. Treat everyone with dignity and respect and do not engage in any form of harassment, intimidation, victimisation, abuse or exploitation.
3. Behave in a manner that upholds the values of ECPAT International and avoid any conduct which could damage the reputation of the organisation.
4. Abstain from all forms of illegal conduct, regardless of the jurisdiction of the offence.

### ***Safeguard children from any forms of abuse – to be considered in relation to ECPAT International Child Safeguarding Code of Conduct***

5. Adhere to the ECPAT International Child Safeguarding Code of Conduct and will respect children's rights and ensure the best interests of the child are always my primary consideration.

6. Abstain from engaging children in labour,<sup>1</sup> regardless of the local practices and legislation.
7. Never engage in any type of sexual activity with persons under the age of 18, regardless of local law about the age of majority or of consent to sexual activity. Mistaken belief in the age of the child is not a defence. Refer to ECPAT International's Child Safeguarding Policy for ECPAT's commitments to safeguarding children.

**Act consistently with ECPAT International's commitment to prevent sexual exploitation, abuse and sexual harassment**

8. Never commit any form of harassment or any act that could result in physical, sexual, or psychological harm or suffering to individual staff, partners and community members.
9. Never engage in sexual exploitation, abuse, or sexual harassment of any person as defined in ECPAT International PSEAH Policy. All forms of humiliating, degrading or exploitative behaviour are prohibited.
10. Never engage in exchanging of money, employment, good or services or other forms of compensation for sexual acts or sexual favours regardless of the age of the person and regardless of the legality of the exchange and never solicit, or profit from, sexual services.
11. Report within 24 hours any concern or suspicion of breach of this Code of Conduct and of the Child Safeguarding Code of Conduct through ECPAT International reporting mechanism, to the ECPAT International Safeguarding Focal Point, or to the Director of Human Resources in their absence. Those receiving these reports are trained to assess the nature of the reported concern and respond in an appropriate matter. Refer to ECPAT International's Prevention of Sexual Exploitation, Abuse, and Sexual Harassment Policy for more detail.
12. Ensure the utmost confidentiality regarding any report I make, or I become aware of in breaches of this Code of Conduct by colleagues or contracted individuals or suppliers.

I, \_\_\_\_\_ acknowledge that I have read, and I understand the ECPAT International PSEAH Code of Conduct and agree to abide by it during my association with ECPAT International. I am aware that ECPAT International expects me to always uphold these standards of behaviour described in the Code of Conduct above. I also understand that disciplinary measures, termination of agreement and other legal steps can be taken if I am found to be in breach of the Code of Conduct.



Signature.....

Name.....

Date \_\_\_\_ / \_\_\_\_ / \_\_\_\_

<sup>1</sup> 'Child labour' is work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development (International Labour Organization).