

NTA Code of Conduct for working with children Declaration

I will:

- Treat all children and young people involved with NTA activities with respect, listen to and value their ideas and opinions
- Provide a welcoming, inclusive and safe environment for all children and young people
- Encourage children and young people to speak up about issues that affect them
- Refrain from using corporal punishment on children
- Treat any disclosure of, or concern about child abuse seriously, listening without intrusive questioning, and without minimising or dismissing the child's concerns.
- Immediately report concerns or allegations of child abuse to my manager or the CEO of the NTA
- Comply with local, national and international child protection laws
- Ensure that, whenever possible, another adult is present when I am working with children, or in the proximity of children
- Advise my supervisor/manager if I am investigated for any crime or charged with any criminal offence relating to children.
- In photographic work, obtain verbal consent (and written consent where possible) from children and/or their parent or guardian 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
- Ensure the identities of children and young people in photographic and electronic images are not disclosed
- Ensure photographic files depicting children are stored securely

And I will not:

- Use inappropriate language – whether of an offensive, discriminatory, demeaning, abusive or sexual nature – when speaking with or whilst in the presence of a child or young person
- Engage in behaviour to shame or humiliate a child or young person, or otherwise emotionally abuse a child or young person
- Act in a sexually provocative manner or engage children in any form of sexual activity
- initiate unnecessary or inappropriate physical contact with a child
- Condone or participate in, behaviour with children which is illegal, unsafe or abusive
- Discriminate against or in favour of particular children to the exclusion of others
- Hire children for domestic or any other labour which is inappropriate for their age or development, interferes with their education or play, or places them at risk of injury
- Do things for children of a personal nature that they can do for themselves such as toileting them or changing their clothes
- Sleep in close proximity to any children unless it is absolutely necessary, in which case I will keep my manager informed and ensure another adult is present, where possible
- Access or create sexually abusive images of children
- Use computers, mobile phones, video or digital cameras or any other technology for the purpose of exploiting or harassing children.

Name:

I agree to comply with the NTA Children Protection Policy and Code of Conduct during the course of my association with the NTA.

I understand that a breach of the NTA Child Protection Policy or this Code of Conduct may provide grounds for my employment or association with the Nusa Tenggara Association to be terminated. I also understand that a breach of this Policy could result in criminal prosecution.

I understand that it is my responsibility, as a person associated with the Nusa Tenggara Association, Inc., to avoid actions or behaviours that are abusive or exploitative of children or young people, or could be construed as such.

I authorise the Nusa Tenggara Association to undertake any necessary inquiries, including criminal record checks and reference checks.

Full Name:

Signature:

Date: