

1. Introduction

Interplast Australia & New Zealand (Interplast) has a zero-tolerance approach to child exploitation, abuse and harm and is committed to protecting the dignity, rights and safety of all children. Interplast recognises that by the nature of our work, children may be exposed to additional vulnerabilities and risks of exploitation, abuse and harm. This further highlights our responsibility to ensure a proactive approach to keeping children safe.

Interplast's Child Protection Code of Conduct (Code) supports this by establishing clear expectations about appropriate conduct and behaviour towards children and young people for those who sign it. This is a requirement for all Interplast personnel, observers and others involved in Interplast activities, both when undertaking Interplast activities, and in their broader life. The Code works alongside Interplast's Child Protection Policy (Policy), which sets out the standards and guidelines related to Child Protection in all of Interplast's activities and operations. All signatories of the Code agree to abide by the commitments outlined in the Policy.

2. Signatory commitment

All individuals that sign this Code have a responsibility to themselves and to others to behave respectfully, with integrity, in a collaborative manner, and to take full responsibility for their actions.

To achieve this, you must recognise that risk to the safety of children is inherent in the course of Interplast activities, due to the nature of programs (delivery of health services) and the vulnerability of the beneficiary population.

As such, I will:

- Ensure to be mindful of this risk in all that I do, during the course of my involvement with the Interplast program, and in my broader life.;
- 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;
- Be aware of behaviour and avoid actions or behaviours that could be perceived by others as child exploitation and abuse;
- 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 (and the child is below the age of consent, or the act(s) are an offence under relevant laws;
- Wherever possible, ensure another adult is present when working in the proximity of children;

- Not invite unaccompanied children into my home, hotel or a remote or isolated area unless they are at immediate risk of injury or in physical danger;
- Not sleep close to unsupervised children (noting that this does not apply to an individual's own children);
- Not give or provide children with alcohol or illegal drugs;
- Not show favouritism through the provision of gifts or inappropriate attention (this does not apply to small token gifts to children receiving clinical treatment, such as Interplast teddy bears, balloons etc.);
- Not use any computers, mobile phones or video and digital cameras inappropriately and never to exploit or harass children or to access child pornography through any medium;
- Not use physical punishment or discipline on children;
- Not hire 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 disclose all personal charges, convictions and other outcomes of an offence that relates to child exploitation and abuse, including those under traditional law, which occurred before or occurs during association with Interplast;
- Ensure that I immediately report concerns or allegations of child abuse or exploitation in accordance with Interplast's reporting requirements.

Filming and photographing children and use of children's images for work related purposes

I further agree that, while working with Interplast or engaged in Interplast activities, and when photographing or filming a child or using children's images for work-related purposes, I must:

- Abide by the guidelines and standards set out in Interplast's Case Study and Photography Policy;
- Assess and endeavour to comply with local traditions or restrictions for reproducing personal photos;
- Obtain and note consent from an adult (18 years old and over) or a parent or guardian of a child (if they are younger than 18 years old). As part of this they must explain how the photograph or film will be used. Interplast will aim to receive written consent, however verbal consent will be accepted in line with the case study and photography policy. Assent is discussed and secured in age-appropriate ways.
- Ensure photographs, films, videos and audio files present children in a dignified and respectful manner;
- Ensure children should be appropriately clothed and not in poses that could be seen as sexually suggestive;
- Adhere to all other Interplast requirements relating to the publication of photos.

Where applicable, I will also ensure:

- Information that would enable a child's identity and exact location to be readily accessed will not be used in publications and/or file names, and no identifying data or information will be used with photos or attached to image files, including geolocation data, name and address of the child. When naming a child in a caption or story, name will be first name only, or pseudonym if required.
- Photos will be an honest representation of the context and facts. Interplast will not adapt illustrations to represent a different context or fact.
- Photos will only be used for the purpose stated at the time when informed consent and assent was obtained.
- Photos will not be sold, emailed or given to any other external individual or organisation without the prior consent of the child and parent/guardian concerned. This consent will be included in relevant documentation completed by program beneficiaries and participants.
- In the event of any doubt in the appropriateness and compliance of any image, film or story containing a child, consultation with Interplast's Safeguarding Focal Point and Chief Executive officer will be sought.

3. Code breaches

Breaches of the Code of Conduct, or of Interplast policies and procedures should be reported to a senior manager or directly to the Chief Executive Officer as soon as practicable. This includes behaviours that violates any law or regulation.

Guidelines for reporting breaches are outlined in the Child Protection Policy.

4. Acknowledgement

I hereby acknowledge that I have read and understood the Interplast Australia & New Zealand Child Protection Policy and Child Protection Code of Conduct.

I further acknowledge that I understand all my obligations, duties and responsibilities under the Code and the associated expectations outlined in the Policy and acknowledge that violations of the Code and Policy may result in disciplinary action including termination from any current or future engagements with Interplast and/or referral to appropriate regulatory and enforcement agencies.

I certify that this is a true and correct statement by my signature below:

Full Name: _____

Position: _____

Signature: _____

Date: _____