

Child Protection Code of Conduct for MTC

This Code of Conduct is to be read, signed and followed by all MTC personnel working for the Mae Tao Clinic (MTC)

Breaches of this Code of Conduct will be managed in line with the *MTC Staff Misconduct and Discipline Policy*

Definitions:

Child is defined as every person under the age of 18 as defined in the United Nations Convention on the Rights of the Child (UNCRC)

MTC includes all Mae Tao Clinic premises, including the main site of Mae Tao Clinic, CDC school, CDC Boarding Houses, Day Care, Bamboo Children's Home.

MTC personnel includes all staff , volunteers, medical students, consultants and interns working at MTC

Code of Conduct:

As MTC personnel, I agree that I:

- Have read and will follow the MTC Child Protection Policy, including this Code of Conduct:
 - During scheduled work hours
 - While on MTC premises or property either on or off duty
 - When visiting MTC sites or partner sites in either a personal or professional capacity
- Will follow all other policies and procedures related to the care and protection of children at MTC
- Additionally I will not engage in any harmful, abusive or exploitative activities involving children in my personal life outside MTC

Child abuse and exploitation:

- Will report all cases of suspected or known abuse, neglect, exploitation, abandonment or other maltreatment of children who attend MTC in line with mandatory reporting obligations under the *MTC Child Protection Policy and Procedures*
- Will not act in ways that are abusive or may place a child at risk of abuse, including, but not limited to, physical, sexual or emotional abuse, neglect or exploitation, trafficking or child labour, or other harm or mistreatment of a child
- Not develop a sexual relationship with a child or act in a sexually provocative way with a child
- Not expose a child to sexually explicit or pornographic material or be involved in

- making or viewing child pornography
- Will not use physical methods of punishment for disciplining a child
- Will not command children under my care or supervision for personal benefit (ie. Child labour etc.)
- Will not be involved in making or receiving any illegal payments in relation to the adoption of children

Supervision of children and child safety:

- Will provide adequate supervision to children in my care
- Will not be alone in a room with a closed door with a child unless necessary for reasons of providing medical or psychosocial care
- Will not take unrelated children out of MTC sites for non-work related activities without permission from the child's guardian.
- Will record any child leaving and returning to a MTC site with a MTC staff member for any purpose in the record book
- Will not sleep in the same bed as an unrelated child without valid reason (ie. Child is sick and no family or carer is present). Where sharing a bed with an unrelated child is unavoidable, another adult should be present in the room at all times.

Relationships with children:

- Will only communicate with children with who I have a work based relationship during work hours, or outside work hours only on work related business
- Will not discriminate or give priority service towards a child or group of children over other children without legitimate reason (ie. For urgent medical care)
- Will not publicly share photographs (ie. On Facebook or other social media or in print) of children who are MTC service users unless for work related purposes and with consent from the child and their guardian

Child participation

- Will involve children in their treatment, education, care and in making decisions regarding them and empower children to make decisions about their life
- Will not do tasks of a personal nature that children are able to do for themselves (ie. bathing, dressing)

Employee details:

Name:

Position:

Department:

Signed:

Date: