



Rebuild and Relief International NGO

RIRP/RSRP

RRI Child Protection Policy

The implementation of the following standards will help to ensure the rights of children and to establish a safe environment for them. As a particularly vulnerable group, children are suffering worldwide from sexual violence, abuse and are affected by ill-treatment and exploitation. They are in urgent need of protection and assistance and it is one of RRI's important objectives to assist in strengthening the rights of children, to improve their development opportunities and to protect them from potential dangers.

These guidelines aim to prevent, respond to and resolve the exploitation, neglect, abuse and violence experienced by children in all settings. It defines RRI's company expectations for employees, suppliers and other partners in respecting children's rights.

This policy will be reviewed every two years or earlier if warranted, and lessons learned incorporated into subsequent versions.

1. United Nations Conventions on the Rights of the Child

General aspects for the protection of children are based on the United Nations Convention on the Rights of the Child. Hence, the rights apply for "every human being below the age of 18 years unless under the law applicable to the child, majority is attained earlier" (Article 1).

The rights of the Convention should be granted to every child "without discrimination of any kind, irrespective of the child's or his or her parent's or legal guardian's race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status" (Article 2.1).

To grant the "best interests of the child" (Article 3.1) shall be a primary consideration in all our projects and actions. Therefore we also raise the awareness for the Rights of the Child and ensure and promote the protection of children from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse.

2. RRI Child Protection Policy

RRI enforces a zero tolerance policy on violence, exploitation and abuse of children. For our standards we include recognized values and guidelines, among others the United Nations Convention on the Rights of the Child.

1. We ensure that human and children rights are being guaranteed at all times.
 - a. Children are always treated with respect regardless of race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.
2. We oblige to strengthen the rights of children and protect them from sexual, emotional or physical abuse, exploitation and neglect.
 - a. RRI staff receives regular training on child protection issues and on their obligations under the policy, including mandatory reporting of concerns or allegations of child abuse.
3. We create an environment that is safe for children and other vulnerable groups.
4. We integrate the special interests, needs and requirements of children in the planning of our projects and activities.
 - a. RRI recognises that children living in areas impacted by disasters (natural or conflict based) are particularly vulnerable. Risks to children must always be considered when developing disaster response activities.
5. We raise awareness for the importance and adherence to the rights and needs of children during our projects and through media campaigns.
6. We have defined responsibilities and procedures for prevention, crisis management and monitoring.
 - a. To ensure coordinated implementation of the policy, a new position of Family Protection Manager (FPM) has been created in RRI. The FPM's responsibilities include promoting child protection throughout the agency, coordinating training for staff, monitoring internal and external policy compliance and coordinating policy reviews. The FPM also serves as the central contact point for queries (internal and external) concerning child abuse and child protection.
 - b. RRI's enhanced internal procedures for handling complaints related to child abuse, including child pornography. The procedures outline obligations and responsibilities for reporting on and managing concerns about inappropriate behaviour.

- c. It is mandatory for RRI staff to report immediately concerns relating to child abuse and child pornography by anyone covered by the policy.
7. We ensure that the dignity of the child is constantly maintained; including in the field of presswork and public relation.
 - a. Before photographing or filming a child, assess and endeavour to comply with local traditions or restrictions for reproducing personal images
 - b. Before photographing or filming a child, obtain consent from the child or a parent or guardian of the child. Additionally, it must be explained how the photograph or film will be used
 - c. 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
 - d. Ensure images are honest representations of the context and the facts
 - e. Ensure file labels do not reveal identifying information about a child when sending images electronically.
8. We contribute towards the elimination of child labour.
9. We reinforce community efforts to protect and fulfil children's rights.

3. Scope

These guidelines apply to RRI staff and all contractors, including volunteer service providers, individually contracted advisors/ consultants, partners and subcontractors.

RRI internal recruitment processes employ stringent screening measures to ensure inappropriate persons are not employed by the organisation. These include criminal records checks and background checks on all successful candidates before employment.

Additional screening measures are incorporated into selection processes for RRI positions working with children. These include verbal referee checks and targeted interview questions.

4. Acknowledgment

I have read and understood the foregoing **Child Protection Policy** of Rebuild and Relief International (RRI) and do agree to comply with the statements contained therein.

Signature Employee

Date

Signature Witness

Date