

Child Safety Code of Conduct		
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Purpose

This Code of Conduct defines acceptable and unacceptable behaviour by members of the personnel of Mercy Ships with any child or children, in support of the organisation's Child Safety Policy.

All staff are required to uphold:

- Good child safeguarding behaviours
- The Prevention of sexual exploitation and abuse (PSEAH)
- Undertake Anti-bullying and Sexual harassment training

Definitions

For the purpose of this Code, the terms "staff" and "staff member" mean any employee or volunteer (member of personnel), whether serving as office staff, ships' crew, or in-country project team or partner of Mercy Ships Australia, Queensland, Australia.

Details

1. Staff shall participate in the training required by Mercy Ships as part of its child safety program.
2. Staff shall not speak to a child with words which are profane, vulgar, demeaning, intimidating, or harassing, or which are sexual or sexually oriented, in any language.
3. Staff shall not display to a child any visual image which is sexual or sexually oriented, with the exception of approved educational materials used in an authorised educational program.
4. Staff shall not hit or strike a child. Staff other than the parent of a child shall not use corporal punishment of any kind on the child.
5. Staff, other than a parent or assigned caregiver, shall not touch a child in any private part of the child's body, which is understood to be any part that would be covered by a bathing suit.
6. A staff member, other than a family member, shall not be alone with a child where the staff member cannot be observed by others. (See additional Guidelines for the exception to this rule for certain workplace situations.)
7. Staff shall not leave a child under the age of 10 years old alone and unsupervised.
8. Staff shall report any concern for child safety to the proper authorities.
9. All alcohol and drugs are prohibited within Mercy ships locations and projects
10. Staff shall not give gifts to children
11. Staff shall not engage in sexual acts, transactional sex, or relationships with underage children
12. All forms of child labour are prohibited

It is the responsibility and obligation of all staff, volunteers, and partners to report any form wrongdoing.

Administration

All employees, volunteers, staff, crew, and partners members are required to affirm their understanding and acceptance of this document, according to the following statement:

"I have read and understand the Child Safety Policy of Mercy Ships. I have read and understand this Child Safety Code of Conduct. I agree to abide by the terms of the Policy and Code. I understand any violation of this Code of Conduct may result in termination."