



ECPAT International Secretariat

CHILD Protection Policies and Procedures



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ECPAT International Secretariat

CHILD Protection Policies and **Procedures**



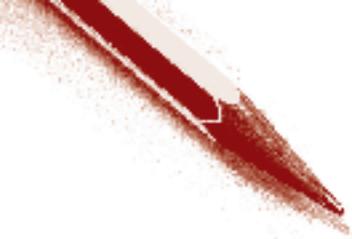
CONTENTS

Introduction	1
Named Child Protection Officer	4
Specific Requirements & Practices Relating to Child Protection	5
Reporting and Referral Procedures	9
Complaints Procedure	12

APPENDICES:

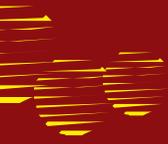
Selected policies relating to child protection:

Child Protection Policy	13
Policy on Use of Photographs & Images	19
Media Policy	21
Statement of Ethical Conduct for Employees & Board Members	22



Introduction

OUR BELIEF



ECPAT International upholds the rights of children as defined by the United Nations Convention on the Rights of the Child 1989 (CRC). As such ECPAT International believes that every child has a right to live free from abuse or exploitation.

OUR ACTION

ECPAT International promotes the rights of children and acts against violations of these rights taking action to prevent, stop and punish those that commit such infractions. To this end ECPAT International has adopted policies and procedures to ensure that all staff and those associated with ECPAT International are knowledgeable about and take specific measures to protect children in the course of their work.

ECPAT International policies guide and inform all its activities, while the procedures specify how these policies should be implemented. The overriding principle unifying all ECPAT International activities and actions is that of ensuring ‘the best interests’ of the child are paramount.

ECPAT International applies its child protection policies and procedures in line with the CRC, which defines a child as being anyone under the age of 18 years old irrespective of the age of majority in the country where a child is, or their home country. We recognise that in some cases young adults over the age of 18 years

may be particularly vulnerable and in those instances we will extend our policies and procedures to ensure protection.

We use the term 'staff' in its broadest sense to include all those working with ECPAT International. This includes Board Members, Regional, Programme and Administrative staff, Volunteers, Interns and Consultants. Similarly, staff extends to all those carrying out activities, both paid and unpaid, on behalf of ECPAT International.

OUR APPROACH

ECPAT International's policies and procedures are based upon:

- **A shared understanding** by staff of what constitutes child abuse and exploitation
- **Trained and supported staff** who are equipped to be able to recognise situations of abuse and exploitation and know what action is expected of them in terms of reporting and ensuring the safety of children in immediate danger
- **Clear lines of communication, authority and decision making** so that staff have well defined mechanisms and a consistent approach for handling child protection issues and for receiving technical and other support in managing the case
- **Monitoring and review** of procedures and policies on a regular basis to assess where they can be improved and to identify remedial action as necessary. This recognises that while ECPAT International works to ensure a strong framework for child protection in all aspects of its work, this is both a challenge and a journey and that new issues and dilemmas are constantly raised which may necessitate changes in working practices
- **Transparency**, about our work and how we conduct it, such that we create an atmosphere where child protection concerns can

be openly raised and explored. Promoting critical assessments of our practice in the context of a supportive environment so as to constantly improve and enhance the ways in which we can contribute to ensuring that children are protected

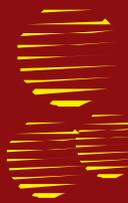
- **Equity and fairness**, in treating all referrals with the same importance and with **dignity and respect**. This includes keeping sensitive personal information confidential, sharing it only on a 'need to know' basis
- **Partnership** with other organisations who are better equipped and able to undertake investigations (such as legal council and police) together with agencies and organisations that provide appropriate care and support to children

OUR COMMITMENT

ECPAT International is committed to protecting children from abuse and exploitation and to taking necessary remedial action when children are in such situations.

We address all reports of actual or alleged abuse based on our policies and procedures, irrespective of the nature of the referral, who the allegations are about or who the referrer is or where s/he is from.

As part of our commitment to protecting children we share our summary procedures and policies with all our partner organisations to promote and encourage familiarity and adherence with them. As we aim to continuously improve our procedures and practices we seek and welcome feedback on our policy and working methods.





2. Named Child Protection Officer (NCPO)

The role of the Named Child Protection Officer (NCPO) is essentially to provide a focal point for reporting and referring concerns regarding child protection issues and for coordinating the necessary interventions and follow up. In addition the NCPO acts as a resource for staff and other agencies to share concerns and dilemmas and to discuss appropriate actions. A line of reporting from the NCPO to the Senior Management of the organisation ensures that all decisions are taken in consultation and with the knowledge and approval of those with overall responsibility for the organization.

For the purposes of our child protection procedures the functions of the NCPO will generally be carried out by the Programme Officer for Care & Protection. However when the designated NCPO is on leave / mission and unlikely to be able to respond within the specified timescales, action should be taken by the Deputy Director for Programmes or alternatively by whoever has been temporarily nominated to carry out the role of the NCPO.

Any temporary nomination will be by Senior Management will be communicated to all staff. The role of NCPO will only be delegated to a member of staff who has the necessary knowledge, skills and training to undertake the role. Where such delegation is necessary the appointment will be formally communicated by Senior Management.

3. Specific Requirements & Practices Relating to Child Protection

There are a number of policies that relate to the protection of children, and from these spring specific working practices. Below is a summary of the main procedures which relate directly to child protection.

These procedures reflect that, in general, ECPAT International does not provide direct services for children and young people, nor is it an agency which undertakes criminal or other forms of investigation.

Any exceptions to the procedures highlighted below, or where there is any ambiguity or omission this should be discussed with the NCPO or Senior Management.

The policies and procedures shall apply equally to all staff carrying out work on behalf of ECPAT International, irrespective of location or activity.

Recruitment, Employment & Volunteering

- i) All job interviews will specifically contain a question relating to the candidates previous history and suitability of working for a child rights organisation.
- ii) All appointments shall be subject to three satisfactory references from previous employers / educational institutions. Recommendations from personal friends or members of family are not acceptable.
- iii) All staff will be required to provide ECPAT International with a police clearance certificate, to undergo a police check for criminal convictions or, where this is not possible, to sign a declaration

that they have no criminal convictions relating to offences against children.

- iv) All staff must sign the Code of Ethical Conduct before commencing work with ECPAT International.

Education & Training

- i) Child Protection Training, including awareness raising and reporting systems, will be provided to staff on a yearly basis - this includes yearly refresher courses for staff who have been employed for more than one year.
- ii) All new staff will be given instruction on the child protection policies as part of their job orientation. The timing of this will be at the discretion of the NCPO, dependant upon the role the staff member has within the organisation, but in any event will be within 3 months of commencing employment or before the probation period ends, whichever comes earlier.
- iii) All staff are provided with and have access to all written procedures and policies which relate to child protection.
- iv) ECPAT International will share its procedures and policies with other organisations and individuals it works with, or anyone who requests a copy.

Professional Code of Conduct

- i) All staff are required to comply with the conditions laid down in the Statement of Ethical Conduct (also referred to as the Code of Conduct) they signed before commencing work with ECPAT International.
- ii) Staff are expressly prohibited from having a sexual relationship with someone under the age of 18 years old and from paying for any sexual services with anyone over the age of 18 years old.
- iii) Staff should not work alone, (i.e. unsupervised), with an individual child unless specific permission is given to do this.

- iv) When visiting shelters or other services, staff should not agree to be left unaccompanied with children.
- v) Staff are not generally permitted to share rooms with children during field trips. It is accepted that in some rare cases this may be necessary, but this must be discussed and agreed in advance with the NCPO. In no case shall a member of staff share a bed with a child that they know by virtue of their work with ECPAT International.
- vi) Appropriate adult supervision – in accordance with the child’s age and developmental stage – shall be provided at all times.
- vii) Any breach of the Code of Conduct, or any behaviours which are in conflict with the provisions of the Child Protection Policy will be the cause for investigation and possible suspension / dismissal.
- viii) ECPAT International will cooperate fully with any investigation by the responsible authority (such as the police) in connection with any allegation of abuse or criminal offence in relation to a child made against a member of staff.

Reporting Mechanisms (for Concerns and Cases) and Referrals

- i) Staff will be informed of and have access to an appointed NCPO. This person will be accessible to discuss concerns and dilemmas related to child protection and to receive any child protection related referrals.
- ii) ECPAT International has a clear procedure for the reporting of cases, in the form of a Responsibility Matrix, which specifies who has the responsibility and authority for making decisions and identifies timescales within which action must be taken. Staff must operate in accordance with this matrix.
- iii) Staff have a responsibility to notify the NCPO of any concerns that they may have about the safety and well being of any child or the worrying behaviour of any adult, irrespective of how they know the

- iv) No retaliation or punitive action will be taken, or be permitted to be taken, against anyone who, in good faith, raises a child protection concern.
- v) Where judged necessary, in accordance with the Responsibility Matrix, referrals will be made to the most relevant investigating and protection agency. A directory of agencies available to receive referrals shall be maintained current for use by the NCPO or other delegated persons. Permission will be sought from the source of the information before passing on their contact details (unless they themselves are the perpetrator), unless it is a life threatening situation, and not to pass on such details would be detrimental to the well being of a child. In such cases the referrer will be informed that their details have been disclosed, together with the name of the agency / organisation to which the information was passed.
- vi) As stated previously (in 'Our Approach') all information in relation to child protection concerns – including the nature of the referral and those concerned – will be kept confidential. Any information shared will be done so on a 'need to know' basis and with the knowledge of those concerned.
- vii) Any records related to child protection referrals and concerns will be kept in a central location, with access to this strictly limited. If action is taken against a member of staff then a note of this will be made on their confidential personnel file, and will be disclosed by the Executive Director if a reference is sought.

Access by External Visitors (Donors, Media and Other NGOs) & Communications

- i) ECPAT International does not generally make arrangements for visits by external visitors to other partner organisations and agencies, although ECPAT International may facilitate contact between such. In facilitating such contact, ECPAT International staff will advise the partner organization that they will need to apply the child protection policies and procedures of ECPAT

International and determinate the suitability and safety of visitors to different parts of their operations.

- ii) Where ECPAT International does make arrangements for visits, then all external visitors should be accompanied at all times by a representative from ECPAT International.
- iii) All media shall comply with the conditions laid down in both the media policy and the policy relating to the use of photographs and images.
- iv) At all times children should be treated with respect, their informed consent sought to being involved and their privacy and dignity preserved.

4. Reporting & Referral Procedures

ECPAT International has developed a comprehensive, yet simple, matrix to identify who has the responsibility and authority to make decisions and carry out actions in relation to child protection issues, and to specify timescales within which actions should take place. As has been previously stated, staff are required to work within the framework of this matrix.

In the absence of the person who has authority to make decisions, if a child is in a life threatening situation, the most senior staff member available has authority to make any decisions necessary in order to protect the child from the immediate danger. Any decision made and actions taken should be reported to the NCPO and the Executive Director.

ECPAT International Matrix of Levels of Delegated Authority

Nature of Concern / Referral	Decision Making Level	Action Required
<p>Tier 1 General Enquiry (such as how to protect children)</p>	First contacted staff	Letter / email of general enquiry ¹
<p>Tier 2 Non specific / vague allegations (no names / identifying features)</p>	First contacted staff	Letter / email of specific enquiry ²
<p>Tier 3 Specific – eg names / locations mentioned & website reporting</p>	Named Child Protection Officer (NCPO) ³	Action and coordination deemed necessary
<p>Tier 4 Sensitive – involving EI staff members, network members, EI Board and other ‘sensitive staff’(eg UN officials)</p>	Executive Director or Deputy for Programmes in collaboration with the NCPO or in their absence NCPO in discussion with Deputy for Admin	Action as deemed necessary and action necessary to be taken by Executive Director or Deputy Director for Admin chair if Executive Director is unavailable

- ¹ Note if simple, general response does not fit the situation then a discussion should take place with the NCPO
- ² Note if simple, general response does not fit the situation then a discussion should take place with the NCPO
- ³ For the purposes of these procedures the Named Child Protection Officer will generally be the Programme Director. If the Programme Director is unlikely to be able to respond within timescale, action should be taken by the Deputy Director for Programmes
- ⁴ If the matter concerns either a Board Member or a network member and the ED is unable to respond, the Chair should be consulted
- ⁵ Chair to decide who will be consulted with on Board, depending on nature of referral

Operational Secretariat Priority & Child Protection Responsibility

Required	Copied for Information	Time Frame
Response to	Management Assistant	Response within 72 hours
Response to non	Named Child Protection Officer & Care & Protection Programme Associate	Response within 72 hours
Initiates action as a priority	Executive Director & Deputy Programme & Care & Protection Programme Associate	Initial decision on action within 48 hours
Decision necessary – minimum to be taken until Chair is available (or Executive Director subject) ⁴	Chair (or other senior board member, depending if Chair subject) & NCPO ⁵	Initial decision on action within 24 hours

in consultation with the NCPO
 in consultation with the NCPO
 the Named Child Protection Officer for Care & Protection. When the NCPO is on leave / mission and
 the Chair or Programmes
 do not respond in 24 hours then the matter should be referred to the Chair

5. Complaints Procedure

The Child Protection Policies and Procedures have been put in place to ensure that all relevant parties will know and be assured that they will be dealt with fairly and with respect and that if they have raised any child protection concerns that these will be handled efficiently and appropriately. However we accept that at times this may not be the case and an individual may not be satisfied with the way a case has been dealt with, the actions taken or how they have been treated.

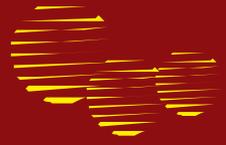
In such instances, in the first step to be taken is to bring these concerns to the attention of the NCPO. It is ECPAT International's experience that such problems are sometimes the result of a misunderstanding and can often be easily resolved.

Where the person making a complaint is a staff member of ECPAT International, and the matter is not resolved to their satisfaction with the NCPO, this should be brought directly to the attention of the ECPAT International Executive Director.

If the complaint is made by someone who is not a staff member of ECPAT International, and they are not able to resolve the issue with the NCPO, then the matter should be referred to either the ECPAT International Deputy Director for Programmes or the Executive Director.



APPENDICES



1. Child Protection Policy

BACKGROUND

ECPAT International is a child rights organisation committed to combat the commercial sexual exploitation of children. ECPAT believes that every child has a right to happy childhood, which is free from exploitation, abuse, violence and neglect. It also believes that denial of rights of the children can never be acceptable and subject to justification.

ECPAT is fully committed to protect children's rights to be protected from all forms of exploitation, violence, abuse and neglect, both physically and emotionally as spelt out in international instruments and standards to protect children.

ECPAT International also recognises that it has a moral and legal responsibility to ensure that children are protected from exploitation, abuse, violence and neglect from its staff members, Board members, partners, volunteers, interns, consultants and other representatives, within and outside the ECPAT programmes – directly or indirectly.

ECPAT International provides resources and support to groups working directly with young people, many of whom are from vulnerable or marginalized groups, live or have lived in difficult circumstances, and/or at risk.

ECPAT works to protect children from all forms of commercial sexual exploitation with its network members and partner organisations. Within or outside the domain of work, people associated with ECPAT International come in contact with children in different settings.

Children can be potentially subject to exploitation, abuse, violence and neglect in families, communities, institutions, organisations, private places, public places by various circumstances by variety of people, including people associated with ECPAT International. In order to address this issue, this Child Protection Policy has been developed.

OBJECTIVES

This Policy is developed to ensure the highest standards of professional and personal practice to do no harm to the children who come in contact with the people associated with the organisation, both inside and outside the work environment.

SCOPE

The ECPAT International Child Protection Policy is prepared to ensure that the ECPAT International staff members, Board members, partners, volunteers, interns, consultants – or anyone acting as a representative of ECPAT - will do no harm to children who come in their contact within or outside their work.

This Policy reiterates ECPAT International’s commitment to protect children through its programme interventions as well as through its organisational policy to protect children with whom it comes into contact.

This Child Protection Policy is supported by clear guidelines on how it needs to be implemented within the different types of membership organizations within our network.

This Policy deals with the protection of children as defined by the UN Convention on the Rights of the Children (people under 18 years of age).

The ECPAT International Child Protection Policy aims to protect children from any form of exploitation, abuse, violence and neglect by

individuals, institutions or processes which directly or indirectly harms or facilitates to harm children or damages their prospect of safe and healthy development into adulthood. This Child Protection Policy protects children by preventing:

- hitting, physically assaulting or physically abusing children
- any relationships with children which are exploitative, abusive or put children at risk of abuse
- developing sexual relationships with children
- employing children in contravention of ILO Convention 138 and 182
- putting children in harmful or potentially harmful situations

Our understanding of child abuse and exploitation includes, but is not limited to:

Child Pornography: Child pornography means any representation, by whatever means, of a child engaged in real or simulated explicit sexual activities or representation of the sexual parts of a child, the dominant characteristic of which is depiction for a sexual purpose. (Source: Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography.)

It can include photographs, negatives, slides, magazines, books, drawings, movies, videotapes and computer disks or files. Generally speaking there are two categories of pornography: soft core which is not sexually explicit but involves naked and seductive images of children and hard core which relates to images of children engaged in sexual activity and use of children in the production of pornography is sexual exploitation. (Source: ECPAT International)

Child Sexual Abuse: Sexual abuse of children can be defined as contacts or interactions between a child and an older or more knowledgeable child or adult (a stranger, sibling or person in a position of authority, such as a parent or caretaker) when the child is being used as an object of gratification for an older child's or adult's sexual needs. These contacts or interactions are carried out against the child using force, trickery, bribes, threats or pressure. Sexual

abuse can be physical, verbal or Emotional. (Source: Definitions of Child Sexual Exploitation and Related Terms. NGO Group for the Convention on the Rights of the Child, 2000)

Commercial Sexual Exploitation of Children: Commercial sexual exploitation of children consists of practices that are demeaning, degrading and often life threatening to children. There are three primary and interrelated forms of commercial sexual exploitation of children: prostitution, pornography, and trafficking for sexual purposes. Other forms of sexual exploitation of children include child sex tourism, child marriages and forced marriages. (Source: Questions and Answers about the Commercial Sexual Exploitation of Children. ECPAT International, Thailand, 2001)

Discrimination: Biased or prejudiced in favour of, or against the children.

Emotional Abuse: The persistent emotional ill-treatment of a child such as to cause severe and persistent effects on the child's emotional development. It may involve conveying to children that they are worthless and unloved, inadequate, or valued only so far as they meet the needs of another person. It may involve age or developmentally inappropriate expectations being imposed in children. It may involve causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of ill-treatment of a child, though it may occur alone. (Source: Lambeth College, September 2004)

Neglect: The persistent failure to meet the child's basic physical and/ or psychological needs, likely to result in the serious impairment of the child's physical or cognitive development.

Physical Abuse: It may involve hitting, shaking, throwing, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer feigns the symptoms of, or deliberately causes ill health to a child who they are looking after. This is commonly described using terms such as <fictitious illness by proxy <or <Munchausen's syndrome by proxy>. (Source: Lambeth College, September 2004)

Sexual Abuse: It involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (e.g., rape) or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of, pornographic materials or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

Violence: Physical, psychological (psychosocial), and sexual violence to children through abuse, neglect or exploitation, as acts of commission or omission in direct or indirect forms, that endanger or harm the child's dignity, physical, psychological, or social status, or development. (Source: The UN Secretary General's Study on Violence, 2005)

IMPLEMENTATION STRATEGY

Awareness

For effective implementation the Policy, it needs to be understood accurately by all. ECPAT International will conduct a series of briefings to its staff members, Board members, partners, volunteers, interns, consultants and other representatives. ECPAT will make all people associated with it aware of the Child Protection Policy through training, induction and briefing.

Prevention

As a prevention measure children's rights to protection will be safeguarded at all times through appropriate management practices, which includes policies and procedures for recruitment of staff and the election of ECPAT representatives; risk assessments and management plans; adequate supervision of children in our care or with whom we have contact with; and policy for appropriate use of information technology (such as email, mobile phones, internet).

Reporting

Clear steps and guidelines on reporting the incidences violating the Codes will be established as well as actions to be taken.

Responding

ECPAT staff members, Board members, partners, volunteers, interns, consultants – or anyone acting as a representative of ECPAT will ensure that positive action is taken to support and protect children where concerns arise. ECPAT International takes seriously any concerns raised and will support children, staff or adults who raise concerns or who are the subject of concerns. ECPAT will act appropriately and effectively in instigating or cooperating with any subsequent investigation. All responses will be guided by the principle of ‘best interests of the child’.

Disciplinary Actions

Non-compliance with the above shall be taken seriously. This will involve a thorough investigation and referral of cases to the police and/or social services if national or international child rights laws have been violated.

Monitoring

All managers and Board members within ECPAT member groups are responsible for ensuring that the intentions of ECPAT International in relation to safeguarding children are taking place and to monitor and evaluate action and effectiveness.



2. Policy on Use of Photographs and Images

No photograph or image of an identifiable child may be used in any ECPAT International publication to illustrate any aspect of the commercial sexual exploitation of children. Nor may an image of an identifiable child be used in any ECPAT International publication if it might reasonably lead the viewer to believe that the child is a victim of commercial sexual exploitation. This prohibition stands regardless of consent given by either the child, any adult legally responsible for their care, or any agency which may own the photograph.

The only exception is when the child in the image, having reached the age of 18, gives fully informed consent for himself or herself to be identified as a victim of commercial sexual exploitation in an ECPAT publication. A mechanism must be in place for that individual to withdraw consent at any time, and for the image to be removed as soon as possible from publication.

The purpose of this policy is to protect the privacy and reputation of child victims of commercial sexual exploitation and to prevent any additional harm to them through the publication of their image. It also seeks to protect other children from being wrongly perceived as victims of commercial sexual exploitation.

In this context, an identifiable child is a child whose identity is likely to be revealed by showing all or part of their face or their body, or particular surroundings. A publication may include any materials stored or transmitted in hard-copy, film, electronic or digital formats. Informed consent means the individual understands the circumstances in which the image will be used and any possible repercussions from its publication or distribution or circulation.

In ECPAT International publications where the images are clearly not portraying aspects of commercial sexual exploitation (for example, child and youth participation activities, non-formal education projects), the image of an identifiable child may be used if fully informed consent has been obtained from both the child and their

parent or legal guardian. When informed consent of both the child and parent/legal guardian has not been obtained, for whatever reason, the photograph may not be used in any way that identifies the child.

CHILD SEX ABUSE IMAGES

ECPAT opposes the use of child pornography for educational purposes as an unnecessary violation of the child victim's privacy.

On certain occasions, law enforcement agencies may deem it essential to release to the public photographs of child victims of pornography also known as child abuse images to enable the immediate location and rescue of the child. ECPAT believes such public release should occur only when the law enforcement agency has good reason to believe the immediate danger to the child is greater than any danger posed by publication. In such cases, the image released should not be a child sex abuse image, the safety of the child should be paramount, and law enforcement agencies should make every effort to consult other professionals on the best interests of the child before releasing any such image.

It is against ECPAT policy for its staff or members to be in possession of child pornography, unless this is done with the specific permission and cooperation of the local police and in a strictly controlled environment such as a hotline or a similar monitoring, reporting or tracking operation which also involves law enforcement.

ECPAT believes the media has an important role to play in investigating and educating the public about child rights and all forms of sexual exploitation of children. The media can also help to combat the commercial sexual exploitation of children by mobilising public opinion and pressuring governments and the private sector.

ECPAT believes the media can play an important part in promoting children's well being and respect for their rights by portraying children in a positive way, by seeking children's opinions, and by providing

children with avenues for exchanging information and opinions.

To this end, ECPAT International seeks constructive working relationships with media professionals and organisations to promote these issues and ECPAT International work towards the public and within the media industry itself.

3. Media Policy

ECPAT believes the media has an important role to play in investigating and educating the public about child rights and all forms of sexual exploitation of children. The media can also help to combat the commercial sexual exploitation of children by mobilising public opinion and pressuring governments and the private sector.

ECPAT believes the media can play an important part in promoting children's wellbeing and respect for their rights by portraying children in a positive way, by seeking children's opinions, and by providing children with avenues for exchanging information and opinions.

To this end, ECPAT seeks constructive working relationships with media professionals and organisations to promote these issues and ECPAT's work towards the public and within the media industry itself.

ECPAT expects media personnel to respect the right to privacy and protection of reputation of sexually exploited children and to maintain the highest ethical and professional standards when reporting on issues involving exploited children.

ECPAT recommends the International Federation of Journalists' Guidelines and Principles for Reporting on Issues Involving Children, and encourages all media organisations to adopt and implement these guidelines for reporting on sexually exploited children.

To ensure that child victims of sexual exploitation are protected from additional exploitation through media exposure, ECPAT should not approve for use by the media any images in any format if the identity of a sexually exploited child may be exposed by such use.

4. Statement of Ethical Conduct for Employees & Board Members

ECPAT International recognises that as a child rights organisation it has a moral and legal responsibility to ensure that children are safe when they are in the organisation's care – directly or indirectly. We are committed to defining and upholding the highest standards of behaviour at all times, both inside and outside the work environment.

To this end, the statement below applies to Board Members and Employees, consultants and visitors and all others who come into contact with children through ECPAT.

Bearing in mind that:

- ECPAT International is a children's rights organisation committed to combating the commercial sexual exploitation of children;
- ECPAT International provides resources and support to groups working directly with young people, many of whom are from vulnerable or marginalized groups, live or have lived in difficult circumstances, and/or at risk, and
- Every member of the Board and employee of the Secretariat, consultant or visitor is in a position of responsibility, trust, confidence and authority;

I, the undersigned, hereby agree:

- To abstain from all forms of illegal conduct, regardless of the jurisdiction of the offence;
- To abstain from purchasing any sexual services, regardless of the age of the secondary individual, and regardless of the legality of the exchange;
- To abstain from any form of activity of a sexual nature with any person below the age of 18 years;
- To abstain from any personal involvement in, inter alia, the viewing, possessing, producing or distributing of child pornography; child sex tourism; trafficking of children; and any other form of sexual exploitation; and
- To perform and behave in a professional, courteous and respectful manner vis-à-vis children, colleagues, other work associates, and the general public at all times.

Non-compliance with the above shall be taken seriously. This will involve a thorough investigation and referral of cases to the police and/or social services if child rights laws have been violated.

Signature: _____

Date: _____



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