



Rise Up Child Protection Policy Summary

Rise Up strives to promote and protect the rights of all young people below the international age of majority (18 years) in all activities. The following is a summary of our full Child Protection Policy.

APPROPRIATE BEHAVIOR

When working with minor children or adolescents below the age of 18 ADULTS MUST ALWAYS:

- Act in the best interests of the youth involved in a given activity and the best interests of Rise Up.
- Avoid inappropriate physical contact with a youth. If a youth is hurt or distressed, the adult must do their best to comfort or reassure her without excessive touching. Understanding local norms around physical contact between youth and adults and ensuring that all physical contact is appropriate and initiated by the minor is key. Adults must ensure that, if any form of manual or physical support is required, it is provided openly and appropriately.
- Behave in an appropriate and professional manner; ensure that language is moderated in the presence of youth and refrain from adult jokes or comments that may cause discomfort or offense.
- Plan activities in advance to ensure they take into account the age range and ability of all participants. Supervision should take into account the age, gender, nature of the activity, and any special needs of the individuals.
- Be familiar with the procedures for reporting concerns or incidents at Rise Up and partner organizations, and make sure you know how to contact the Designated Person (person responsible for reporting of acts that may violate this policy).
- Immediately report any concerns relating to the welfare of a minor in your care to the local Designated Person. Adults should do this whether the concerns are based on allegations from the minor or from their own suspicions.
- Maintain confidentiality when possible and appropriate, unless the minor discloses information that indicates past, present, or future harm to self or others, as well as any past, present, or future abuse of the minor.
- Give enthusiastic and constructive feedback rather than negative criticism.
- Treat all young people equally and with dignity and respect their human rights.
- Involve parents/guardians wherever legally-mandated and in the best interest of the minor(s).
- Ensure that a written record is kept of all incidents involving youth that raise potential red flags about their safety and/or well-being, along with details of the subsequent action taken/treatment given.

*****A record of all noteworthy incidents and referrals will be kept by the designated project officer or the human resource department representative.**

INAPPROPRIATE BEHAVIOR

When working with minor children or adolescents below the age of 18, ADULTS MUST NEVER:

- Hit or otherwise physically assault or abuse them.
- Develop physical or sexual relationships with them.
- Develop relationships with them that could in any way be deemed exploitative or abusive.
- Use language, make suggestions, or offer advice that is inappropriate, offensive, sexually-provocative, or abusive.
- Condone, or participate in, behavior towards a minor that is illegal, unsafe, or abusive.
- Act in ways intended to shame, humiliate, belittle, degrade, or otherwise perpetrate any form of emotional abuse, discrimination, differential treatment, or favoring of particular youth to the exclusion of others.
- Be alone in a room with a minor young person under the age of 18. If such a situation becomes necessary, the door must be left ajar and another adult must be notified of the situation.
- Invite a minor with whom they are working stay to overnight and unsupervised at their home, or visit a minor's home without another adult present.
- Visit a minor child or young person in her home if there is not a parent or guardian present at their home.
- Transport minors without another adult in the vehicle.
- Use any computer or other electronic device to view, download, distribute, or create indecent or inappropriate images of minors. (In many countries it is a criminal offence to do so.)
- Engage in rough, physical, or sexually provocative games with, or in front of minors.
- Allow minors to use inappropriate language or to engage in inappropriate touching of adults or other children or adolescents.
- Administer medication, unless specifically trained and in a situation where the medication is necessary to ensure the safety and well-being of the minor.
- Take chances when common sense, policy, or practice suggest a more prudent approach.
- Allow allegations made by a minor or concerns about their welfare to go unrecorded or not acted upon.

For questions, please contact Operations Director, Edith Mebiana, at emebiana@riseuptogether.org