



NZMAT Code of Conduct / Professional Behaviours – Child Protection Form

All forms of abuse and exploitation of children by humanitarian and development workers constitute acts of gross misconduct and are therefore potential grounds for termination of employment.

Form D

I, _____,

agree that in the course of my association with NZMAT and while on deployment, I will:

- Treat children with respect regardless of race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status
- Ensure that another adult is present or in sight when working near children
- Realise that as an adult, I am always the responsible party, even if a child behaves inappropriately
- Not smack, hit or physically assault children, including for disciplinary reasons
- Not use my position of authority inappropriately
- Not behave in a way whereby my actions (physical, verbal or otherwise) are or could be perceived as offensive, inappropriate (including culturally inappropriate), demeaning, sexually provocative, harassing, abusive, neglectful, exploitative, or intended to shame, humiliate, belittle or degrade children and vulnerable adults. This includes between colleagues and in jest.
- Not condone or participate in behaviour involving children which is illegal, unsafe, unethical or abusive
- Not use my relationship with children to obtain inappropriate favours
- Immediately disclose all charges, convictions and other outcomes of an offence that relates to child exploitation and abuse, including those under traditional law, which occurred before or occurs during my association with NZMAT that relate to child exploitation and abuse
- Take responsibility for ensuring I am accountable and will not place myself in positions where there is a risk of allegations being made. Avoid being placed in compromising or vulnerable positions, ensure personnel safety if unable to avoid incidents and report incident immediately when safe
- Not supply children with tobacco, alcohol, drugs or any substance prohibited locally
- Not develop any 'special' relations with children that could be seen as favouritism such as the offering of gifts or special treatment, or any relationship that could be considered exploitative or abusive
- Not exchange actual or the promise of money, employment, goods, or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour. This includes exchange of assistance that is due to beneficiaries.
- Not hire children for domestic or other labour which is inappropriate given their age or developmental stage; which interferes with their time available for education and recreational activities; or which places them at significant risk of injury
- Not invite unaccompanied children into private residences, or workplaces unless they are at immediate risk of injury or in physical danger



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- Not sleep close to unsupervised children (including the same bed or room) unless absolutely necessary, in which case the supervisor’s permission must be obtained, and ensuring that another adult is present if possible (noting that this does not apply to an individual’s own children)
- Offering to ‘babysit’ while overseas on deployment is not permitted
- Always wear my uniform when undertaking work, especially at schools or other children’s ‘safe spaces’. I must remain identifiable as a deployee.
- Be aware of how my interactions with children may be seen by the children themselves and others
- Never use any computers, mobile phones, or video and digital cameras or social media to exploit or harass children or access child exploitation material through any medium
- Do not ‘friend’ local children on personal social media accounts, share mobile phone or email details or communicate privately with any local children. Official communication channels are always encouraged.
- Comply with all relevant New Zealand and local legislation, including labour laws in relation to child labour.
- Consider children’s health, safety and well-being and their best interests, as paramount, when conducting operations. Include considerations on any unintended consequences that may impact on the recovery phase.
- Consult with the Ministry of Health if I have any questions regarding child protection and how it relates to my work or relationship with NZMAT
- Not do things of a personal nature that a child can do for him / herself, such as assistance with going to the toilet, bathing or changing clothes
- Not photograph or video a child without the consent of the child and his / her parents or guardians
- Immediately report concerns, suspicions or allegations of child exploitation and abuse and policy non-compliance in accordance with appropriate procedures
- Not hold, kiss, cuddle or touch a child in an inappropriate, unnecessary or culturally insensitive way. Be knowledgeable of local customs, practices and behaviours and avoid behaviours that are culturally insulting or degrading towards children

NZMAT MEMBER ACKNOWLEDGEMENT

I confirm that I read and understood the NZMAT Code of Conduct / Professional Behaviours – Child Protection Guidelines and confirm that I agree to adhere to the expectations and behaviour outlined while representing the New Zealand Government offshore during a NZMAT deployment.

Member’s Name:

Member’s Signature:

Date:

Please return a scanned copy of this to: Judy.Fairgray@middlemore.co.nz