



CHILD PROTECTION CODE OF CONDUCT

The Child Protection Code of Conduct applies to NK SEEDS Board members, staff, volunteers, local partners and third parties commissioned by NK SEEDS.

It defines the standards of behavior required by NK SEEDS to best protect children.

The rules to be respected during my time at NK English Corner are as follows:

- * Treat children with respect and dignity, regardless of their gender, nationality, language, culture, religion, political beliefs, ethnic origin, social background, caste, state of physical or mental health or any other aspect of their identity.

- * Not to use language or behavior that is inappropriate, intimidating, harassing, sexually provocative, degrading, violent or culturally inappropriate towards a child or children.

- * Do not use corporal punishment on children.

- * Do not engage in any form of sexual activity or act with a child.

- * Whenever possible, ensure that other adults are present when I work with or near children.

- * Do not invite unaccompanied children to my guesthouse or hotel.

- * Do not sleep near children.

- * Not to use computers, cell phones, cameras or any other means of disclosure in an inappropriate manner, i.e. to deliberately, or through simple negligence, make such use that would constitute exploitation, abuse or harassment of children, either directly or through the use that third parties might subsequently make of them.

- * Not to employ children for domestic work or, in general, for any work that would be inappropriate for their age or stage of development, or that would interfere excessively with their time available for educational and leisure activities, or that would be likely to expose them to a significant risk of injury.

* Comply with all relevant local legislation, including labor laws, particularly those concerning child labor.

* Immediately report any concerns or allegations of child exploitation or abuse, as defined in the NK SEEDS Child Protection Charter.

* Immediately disclose any information relating to the exploitation and abuse of children that occurred before or during my work or activities under the management of NK SEEDS (either mere accusations or proven convictions and, beyond that, any element relating to such facts).

* I will never be under the influence of alcohol or any other substance that could affect my ability to work and my judgement during my professional activity, and even more so when I am in the presence of children.

2 - More specifically, with regard to the use of children's images for purposes related to the work or activities carried out under the direction of NK SEEDS, I undertake to :

* To be aware of local traditions and restrictions before photographing or filming children or reproducing personal images of children, to know how to assess them and to comply with them.

* Photos are forbidden at NK English Corner and in the public school.

3 - I undertake, as a person participating in NK SEEDS activities, to act with the utmost caution with regard to the physical and moral safety of children in order to avoid any behavior that could be interpreted as constituting exploitation, violence or abuse of a child.

4 - I acknowledge that I have read, understood and agree to abide by all the principles and rules prescribed by the Child Protection Charter and the Code of Conduct for the Protection of Children.

5 - I confirm that I am aware that failure to comply with the provisions of the Child Protection Code of Conduct may result in disciplinary action, legal proceedings, investigations or even criminal prosecution.