



អង្គការអភិវឌ្ឍន៍សហគមន៍ជនបទ និង បរិស្ថាន (អេសេដឌី)

**RURAL COMMUNITY AND ENVIRONMENT
DEVELOPMENT ORGANIZATION
(R C E D O)**

គោលនយោបាយការពារសិទ្ធិកុមារ



Supported by: AusAID & Diakonia

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Child Protection Policy

1- Introduction

RCEDO is a Non Governmental Organization that implementing development activities in north-west province of Cambodia. We work in partnership with government department to promote community structure to be ownership in development activities for improving their quality of life.

We are committed to working on the issues that face in Human Right Based, food security, small infrastructural development, Natural Resource Management and renovation in the communities we served.

As the experience with community development program, we found that, the issues and challenges facing children and young people in the communities in which we serve include:

- Poverty
- Access to education
- Access to health service.
- Commercial sexual exploitation
- Child Labor Trafficking including Domestic Violence.
- HIV / AIDS (Child affected by HIV/AIDs)
- Gang culture
- Drug use
- Physical abuse
- Emotional abuse
- Sexual abuse...etc.

This policy applies to all of the work of RCEDO and includes all staff, intern and volunteers. It was approved by RCEDO Board of Directors in (March 2010). This Policy is reviewed every 3 years period by management committee.

2- Child Protection Policy Statement

All RCEDO staff, intern and volunteers have a duty to safeguard the children and young people who come into contact with the organization, and to respond to any concerns they may have regarding the physical, sexual or emotional safety of a child or young person. This policy is in place to protect all children and young people regardless of gender, ethnicity, disability, sexuality or religion. It covers our contact with children and young people aged less than 18 years old.

RCEDO works according to the following principles that every child has the rights to be:

- **When we appoint the staffs or volunteer, we will ensure that our employee must be screening related to child abuse background in the past.**
- **Protected** from neglect, abuse and exploitation
- **Listened to**, to have their views given careful consideration and to be supported in participating in decisions which affect them
- **Respected and understood** in the context of their own cultural, religious and ethnic origin.

RCEDO is committed to protecting the safety and rights of the children and young people we work with. **Our staffs and volunteers will not only understand our child protection policy but ensure its implementation in their day to day activities.**

3- Code of Behavior when working with children and young people.

It is the responsibility of all staffs and volunteers to ensure that when working with children and young people a healthy, positive and safe environment is created and maintained. The modeling of appropriate behavior is an important element of this.

3.1- Staff and volunteers should:

- Working in any place that every one can see you with children
- Create a comfortable and appropriate environment.
- Keep yourself safe.
- Have a clear reason for working with children and young people.
- Empower children –discuss or disseminate with their parents and children about child's rights and what is acceptable and unacceptable by children, and what they can do if there is a problem.
- Partnership with school director (secondary school/primary school) on child's rights dissemination.
- Remain its in mind.
- Challenge negative or inappropriate behavior.
- Raise or refer concerns in line with the policy.
- Plan and organize work so as to minimize risks.
- Staffs and volunteers must have morality with target groups

3.2- In general it is inappropriate to:

- Take children to your home or any place due to child abuse.
- Meet with children and young people out of context.
- Inappropriate word and action using with children
- Sexual harassment and abuse

3.3- Staff and volunteers must never:

- Hit or physically abuse children (Domestic violence)
- Develop physical/sexual relationships with children, target groups under the age of 18.
- Develop relationships with children who could in any way be deemed exploitative and abusive.
- Act in ways that may be abusive or may place a child at risk of abuse.
- Use language, make suggestions or offer advice which is inappropriate, offensive or abusive.
- Behave physically in a manner which is inappropriate or sexually provocative
- Have a child/children with whom they are working to stay overnight at their home unsupervised and unless there is a third person (Adult) is in place.
- Accomplish in any behavior of children which is illegal, unsafe or abusive
- Act in ways intended to harass or otherwise perpetrate in any type of emotional abuse
- Discriminate against children in order to isolating from others.
- Use any computers, mobile phones, or video to store child information and never to exploit, harass children or to access child pornography.

4- Policy implementation

RCEDO ensures implementation of this Child Protection Policy in the following ways:

4.1- Prevention:

- Through disseminate we will ensure that staffs, volunteers and CBOs are in a position to identify risks to children in the communities in which they work.
- In addition we will ensure that our action does not harm to the children whom we are working with.

4.2- Disseminating:

- We will ensure that our staffs, volunteers and CBOs are aware of the problem of child abuse and understand how children are vulnerable to abuse.
- Staffs, volunteers and CBOs are provided with basic training in child protection which includes risk factors, recognizing abuse, and how to respond.

4.3- Reporting:

- We will ensure that staffs, Volunteers and CBOs are clear the way to take action when the challenge arise regarding the safety and well-being of children and young people.

4.4- Responding:

- RCEDO will ensure that action is taken to respond to all concerns relating to the safety and well-being of a child or young people. This applies regardless of whether we are directly working with the child or not.

We will ensure that we meet our commitments to child protection and implementing this policy in the following ways:

- Taking seriously any concerns raised, regardless of who raises them with us.
- Supporting children, staff, volunteers, and other adults who raise concerns or who are directly affected by abuse by the best of our ability.
- Seeking additional advice and support when the concern is outside our abilities, and referring concerns to other relevant agencies when necessary.
- Management Committee will takes responsibility for ensuring our policy is being effectively implemented.
- Informing all stakeholders of this policy as appropriate. The policy is announced to all staff, volunteers and CBOs and is included on our website.
- Staff and volunteers received appropriate training on child protection to enable them to implement this policy effectively.
- Ensuring that all organizational policies are consistent with and enhance this child protection policy.

Approval by
Board of Director



Mr. Chheng Se / Mr. Hay Phalla

Date: 01...103...12010

Submitted by
RCEDO Director



Mr. S. Serey Wathana

Date: 01...103...12010

Prepared by
Management Team



Mr. Mao Manel / Ms. Reoung Monh

Date: 01...103...12010

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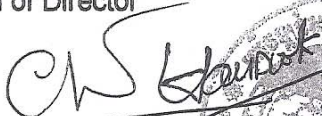
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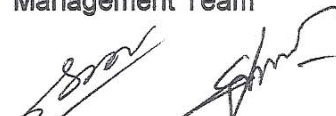
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