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NON C'È PACE SENZA GIUSTIZIA NO PEACE WITHOUT JUSTICE

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NPWJ Policy on Safeguarding Children June 2016

Purpose

1. This document outlines the policy of No Peace Without Justice (NPWJ) on identifying and responding to concerns regarding the safeguarding and protection of children and young people. This policy sets out NPWJ's principles regarding the rights of children and provides guidance for staff, consultants and others who may come across concerns of this nature within the context of their work for and with NPWJ.
2. NPWJ is committed to the best interests of the child and promoting and protecting their fundamental human rights, including their participation in decisions affecting their lives, and to ensuring children are viewed and treated as rights-holders.
3. NPWJ is committed to protecting children, regardless of gender, race, religious belief, political or other opinion, national, ethnic or social origin, sexual orientation, property, disability, birth or other status and facilitating an enabling environment in which children can exercise their rights. Our work is underpinned by the United Nations Convention on the Rights of the Child (CRC), which states that children should be protected from all forms of physical and mental violence, injury, abuse, neglect, maltreatment and exploitation, including sexual abuse.
4. NPWJ has zero tolerance of child abuse and is committed to mandatory reporting of confirmed or suspected child abuse.
5. This policy supplements and provides information additional to NPWJ's existing policies and procedures, including the Policy on Sexual Harassment, the Code of Conduct and the Policy on Data Security and Handling.
6. All NPWJ staff, contractors and consultants are required to honour and support this commitment. NPWJ expects its partners and others involved in NPWJ's work to share this commitment.

Definitions

7. For the purposes of this policy:

- “child” means any person under the age of 18, regardless of whether any domestic legislation sets an earlier age for adulthood.



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No Peace Without Justice is an international non-profit organisation born of a campaign of the Transnational Radical Party and is constituent association of the Nonviolent Radical Party Transnational and Transparty, an NGO with General (Category I) Consultative Status at the United Nations ECOSOC.

Non c'è Pace Senza Giustizia è un'organizzazione internazionale senza scopo di lucro nata nel 1994 da una campagna del Partito Radicale Transnazionale ed è associazione costituente del Partito Radicale Nonviolento Transnazionale e Transpartito, ONG con Status Consultivo Generale di prima categoria presso l'ECOSOC delle Nazioni Unite.



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- “child abuse” includes physical, sexual and emotional abuse and neglect, bullying, child labour, domestic/family violence and exploitation including commercial sexual exploitation. Both boys and girls can be the victims of child abuse. Child abuse can be inflicted on children by adult men or women, or by other children. In some cases, professionals and other adults working with children in positions of trust abuse children. Child abuse can take place within the family and outside the family, including in schools or other institutions, at work, on the streets and elsewhere. While child abuse can occur in all settings, children are especially vulnerable to abuse in times of political instability and war and in emergencies where societal cohesion is more fragile.

Expected standards

8. Any NPWJ staff, contractors and consultants are expected to adhere to the following standards:

- treat children with respect regardless of race, colour, gender, language, religion, political or other opinion, national, ethnic or social origin, property, disability, sexual orientation, birth or other status;
- not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate;
- not engage children under the age of 18 in any form of sexual intercourse or sexual activity, including paying for sexual services or acts;
- wherever possible, ensure that another adult is present when working in the proximity of children;
- use any computers, mobile phones, video cameras, cameras or social media appropriately, and never to exploit or harass children or access child exploitation material through any medium;
- not use physical punishment on children;
- not hire children for domestic or other labour which is inappropriate to their age or developmental stage, or which interferes with their time available for education and recreational activities, or which places them at risk of injury;
- comply with all relevant legislation, including labour laws in relation to child labour;
- immediately report concerns or allegations of child exploitation and abuse and non-compliance to this policy;
- obtain informed consent from the child and parent or guardian of the child before photographing or filming a child, including explaining how the photograph or film will be used;



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- ensure that photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should not be depicted in poses that could be seen as sexually suggestive;
- immediately disclose all charges, convictions and other outcomes of an offence that occurred before or occurs during their association with NPWJ which relate to child exploitation or abuse.

Reporting child abuse or exploitation

9. If you think child abuse or exploitation has occurred, or that a violation of this policy has taken place, you are required to report the behaviour immediately to your supervisor. If you believe that your supervisor is non-responsive, or you consider that the circumstances otherwise warrant it, you are expressly required to raise the issue with the supervisor of your supervisor, or directly the Secretary General and/or the Treasurer.

Addressing child abuse or exploitation

10. Any report of child abuse or exploitation or a violation of this policy will be fully investigated on a confidential basis. Appropriate action will be taken where an allegation is verified. What is appropriate will depend on the circumstances, but NPWJ stresses the seriousness of this type of behaviour.

11. NPWJ staff may be dismissed, consultants' contracts may be terminated and contact with partners or others may be terminated if child abuse or exploitation or a violation of this policy is established. If warranted, the matter may also be reported to the police or other authority, also depending on applicable legislation.