

	Child Protection Code of Conduct	
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	Approved By: Board	

Purpose:

Our Rainbow House is committed to safeguarding all children and ensuring they are protected from harm, abuse, exploitation, neglect, and inappropriate conduct.

This *Child Protection Code of Conduct* establishes the mandatory behavioural standards required of all adults of influence when interacting with children through Our Rainbow House programs, including sponsorship, volunteering, education, fundraising, and community activities.

This Code of Conduct is a binding requirement for participation in Our Rainbow House activities.

Scope:

This Code of Conduct applies to:

- all **Adults of Influence**, defined as any adult associated with the Our Rainbow House community. This includes staff members, board members, volunteers, visitors, sponsors, contractors and partners.
- All **Children** involved in Our Rainbow House activities, defined as any student of Our Rainbow House School, any sponsored high school student under the age of 18, any former student of Our Rainbow House under the age of 18, or any other person under the age of 18 years that has any form of contact with Our Rainbow House activities.

Core Safeguarding Principles:

- All children have the right to be safe, respected, and protected.
- All interactions with children must:
 - prioritise the child's safety and wellbeing above all else.
 - occur only through approved and supervised organisational channels (as defined in the *Our Rainbow House Child Protection Policy and Procedure*).
 - avoid any situation that could create risk, ambiguity, or perceptions of inappropriate conduct.
- Private, unsupervised, or personal relationships with children are strictly prohibited.
- Private, informal, or personal channels of communication are strictly prohibited.

Please refer to the *Our Rainbow House Child Protection Policy and Procedure* for definitions, reporting procedures and further information, (available at www.ourrainbowhouse.org.au/governance).

For queries or clarification please contact: admin@ourrainbowhouse.org.au.

Minimum Behaviour Standards:

All adults of influence **MUST**:

- treat all children with dignity, respect, and without discrimination.
- use language and behaviour that is respectful, appropriate, and free from bullying, shaming, humiliation, discrimination, intimidation, or harassment.
- uphold child safety as a primary consideration in all actions.
- comply with all applicable Australian and Zambian safeguarding laws and regulations.
- follow all Our Rainbow House child protection policies, procedures, and reporting requirements.
- ensure all interactions with children occur only through approved and supervised organisational channels.
- maintain professional boundaries at all times.
- act openly and transparently in all interactions with children to avoid situations that may be misunderstood or misinterpreted.

Prohibited Behaviour:

Private or unsupervised contact

All adults of influence **MUST NOT**:

- initiate, seek, or engage in any private, one-on-one, or unsupervised contact with any child.
- make, or participate in, private arrangements to meet a child, including current or formerly sponsored children.
- have any personal relationship with a child outside approved and supervised organisational channels.

Correspondence and communication

All adults of influence **MUST NOT**:

- exchange personal contact details with children;
- communicate with children through personal or unsupervised communication channels, including social media, messaging applications, email, telephone, or other online platforms;
- accept or initiate social media connections with children; or
- engage in any direct communication with children outside approved and supervised organisational channels.

Gifts, money, or material benefits

All adults of influence **MUST NOT**:

- provide gifts, money, goods, or benefits directly to individual children.
- create or participate in any form of preferential treatment of children.
- arrange private gift-giving or material support outside approved and supervised organisational channels.

All expressions of generosity must be directed through Our Rainbow House approved programs to ensure equitable distribution.

Behaviour that creates risk or boundary confusion

All adults of influence **MUST NOT**:

- engage in any conduct that could be interpreted as grooming, favouritism, exploitation, abuse, or boundary violation.
- shame, humiliate, belittle, intimidate, threaten, or degrade children.
- be alone with a child in an unsupervised or private setting.
- place themselves in situations where conduct cannot be observed or appropriately accounted for.

Alcohol, drugs, and harmful substances

All adults of influence MUST NOT:

- provide, supply, or sell alcohol, tobacco, illicit drugs, or other harmful substances to children.
- be under the influence of alcohol or illicit drugs while supervising or interacting with children.
- expose children to intoxicated behaviour, substance abuse, or illegal drug use.

Physical contact with children

All adults of influence MUST NOT:

- engage in physical contact that is inappropriate, unnecessary, culturally insensitive, unwanted, intimidating, or sexualised.
- use physical punishment or physically aggressive behaviour toward children.

Any physical contact with children must:

- be appropriate, non-invasive, and culturally sensitive.
- be necessary for the child's safety, wellbeing, or care.
- avoid unnecessary one-on-one situations.

Sexual conduct

All adults of influence MUST NOT:

- engage in any sexual activity, sexual relationship, or sexualised behaviour with a child.
- engage in grooming behaviour or sexually suggestive communication with children.
- exchange, request, create, possess, or distribute sexual content involving children.
- pay for, facilitate, or participate in sexual services involving children.

Child labour and exploitation

All adults of influence MUST NOT:

- engage children in labour or work that is exploitative, unsafe, or inappropriate for their age or development.
- permit work that interferes with a child's education, wellbeing, safety, or development.

Approved and Supervised Organisational Channels:

All contact between adults of influence and children must occur exclusively through approved and supervised organisational channels, (as defined fully in the *Our Rainbow House Child Protection Policy and Procedure*).

These channels include communication or interaction that is:

- initiated, monitored, and managed by authorised Our Rainbow House personnel.
- conducted through official correspondence systems (mail, monitored email, or program-managed communication).
- facilitated and supervised during approved organisational events or activities.
- recorded and overseen by designated staff.

Sponsorship Communication Controls:

All sponsor–child correspondence must be managed through approved organisational processes.

- All correspondence is reviewed by designated representatives prior to delivery.
- Incoming and outgoing correspondence will be screened or censored to ensure appropriateness.
- Content containing political, religious, or otherwise inappropriate material is not permitted.
- All communication must pass through the Student Sponsorship Coordinator and Project Coordinator (or delegated representatives) before being delivered.

Use of Children's Images:

When photographing or filming children, adults of influence MUST:

- ensure free, prior and informed consent has been granted from the children and their guardians prior to any photography or filming.
- ensure children are presented in a dignified, respectful, and culturally appropriate manner.
- ensure images accurately represent context and do not mislead or exploit.
- ensure no identifying information is used when publishing images (e.g. name, date of birth, address etc).
- ensure all images are approved prior to publication by the Board or delegated authority.
- respect all local cultural practices and restrictions regarding imagery.

Reporting Obligations:

All adults of influence MUST immediately report:

- any suspected or actual breach of this *Code of Conduct* and/or the *Child Protection Policy and Procedure*.
- any inappropriate behaviour involving a child.
- any unauthorised or suspicious contact with children.
- any other concerns, suspicions, disclosures, or allegations relating to child abuse, exploitation, neglect, or harm.

Reports must be made immediately, even where concerns are unconfirmed or based on suspicion.

Reports can be made to the Project Coordinator, Director, or a Board Member in accordance with Our Rainbow House reporting procedures.

Failure to report concerns may itself constitute a breach of this *Code of Conduct*.

Breaches of this Code of Conduct:

Breaches of this Code of Conduct will be treated seriously and may result in:

- immediate suspension of duties or engagement.
- termination of involvement with Our Rainbow House.
- mandatory reporting to relevant authorities where required by law.

Acknowledgement and Commitment:

All adults of influence involved in Our Rainbow House activities must:

- read and understand this *Code of Conduct* and the *Our Rainbow House Child Protection Policy and Procedure* and agree to comply with the requirements of both documents.

I have read the Our Rainbow House Child Protection Policy and Child Protection Code of Conduct and agree to uphold and support them.

I understand that it is my responsibility, as an adult of influence involved with Our Rainbow House, to use common sense and avoid actions or behaviours that could be interpreted as child abuse or exploitation.

I understand that Our Rainbow House regards all forms of child abuse and exploitation as completely unacceptable and will treat any breach of this Code of Conduct very seriously. Breaching this Code of Conduct will result in a full investigation possibly leading to termination of employment/volunteer assignment, or criminal charges where necessary.

Name: Signature: Date: