

PREVENTION OF SEXUAL EXPLOITATION AND ABUSE (PSEA)

CODE OF CONDUCT

GRID is committed to creating a safe environment for vulnerable adults, children, and youth. All GRID staff, partner organizations and related personnel have a duty to uphold the principles of GRIDs Prevention of Sexual Exploitation and Abuse (PSEA) Policy.

I agree that I **will**:

- uphold the principles of GRIDs Prevention of Sexual Exploitation and Abuse Policy
- be truthful with vulnerable adults, children, youth, their families, and communities participating in programs and events related to NEA.
- treat vulnerable adults, children and youth in a manner that respects their rights and dignity and considers their best interests. I will do this regardless of the individual's age, sex, ethnicity or ability.
- consider potential risks as they relate to my conduct and work and take appropriate action to minimize risks to vulnerable adults, children and youth.
- contribute to creating an environment where vulnerable adults, children and youth involved in our programs are respected and empowered.
- display high standards of professional behaviour at all times, providing a positive role model vulnerable adults, children and youth.
- respect the privacy and confidentiality of vulnerable adults, children and youth associated with GRID
- ask permission of a vulnerable adult, child, or young person (or a parent / guardian in the case of young children) before taking their photo, informing them of its intended use. I will respect their decision to say no.
- ensure that any photos of vulnerable adults, children and youth that are taken with consent are respectful, do not negatively affect their dignity, and do not put them at risk in any way.
- report and respond to any concerns, suspicions, or allegations of actual or possible sexual exploitation or abuse to a vulnerable adult, child or young person.
- cooperate fully with any investigation of concerns or allegations of sexual exploitation or abuse to vulnerable adults, children or youth.

I agree that I **will not**:

- abuse or exploit a vulnerable adult, child or young person.
- behave in any way that places a vulnerable adult, child or young person at risk of harm

- engage in any form of sexual activity or develop physical/sexual relationships with anyone under the age of 18. I understand that mistaking the age of the child is not an excuse.
- engage in sexual relationships with direct beneficiaries ages 18 – 24.
- engage youth in any form of sexual activity which involves the exchange of money, employment, goods, or services for sex. This includes sexual favours or other forms of humiliating or exploitative behaviour.
- use language or behave towards a vulnerable person, child or young person in a way that is inappropriate, offensive, abusive, sexually provocative, demeaning or culturally inappropriate.
- hold, hug or touch vulnerable adults, children or youth in an inappropriate or culturally insensitive way.
- do things of a personal nature for a vulnerable adult, child or youth with whom I am in contact in a work-related context that they can do for themselves (for example, taking them to the toilet or helping them get undressed).
- spend time alone away from others with children and youth with whom I am in contact in a work-related context. I will always make sure that another adult is with me and/or I am with the child/young person in an open public place.
- use children and youth under 18 years of age for domestic or other labour if that work is inappropriate or harmful; if it interferes with their time available for education and recreation; or if it puts them at significant risk of injury, exploitation, or violence.
- hit or otherwise physically assault or physically abuse vulnerable adults, children or youth.
- act in ways that shame, humiliate, belittle or degrade vulnerable adults, children and youth, or otherwise cause emotional abuse.
- discriminate against or show preferential treatment of particular vulnerable adults, children and youth to the detriment of them or others.
- condone or participate in behaviour of vulnerable adults, children or youth which is illegal, unsafe, or abusive.
- access, view, create, download, or distribute pornography, especially abusive images of vulnerable adults, children and youth.

I understand that this is not a complete list and that I am responsible to ensure that my behaviour keeps vulnerable adults, children and youth safe.

Name: _____

Date: _____