

Code of Conduct for Working With Children

Child Protection Program, Gender and Child Cell

Provincial Disaster Management Authority, Khyber Pakhtunkhwa

CODE OF CONDUCT

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Provincial Disaster Management Authority, Khyber Pakhtunkhwa

Provincial Disaster Management Authority (PDMA), Khyber Pakhtunkhwa being mandated to coordinate the response, relief and rehab activities in emergencies is committed to ensure well being of children. PDMA has developed this code of conduct with partners to protect children and provide clear behavior guidelines and expectations from organizations working for child protection in emergencies.

Children are one of the vulnerable populations affected during emergencies. Pakistan has ratified United Nations Convention on Rights of Children (UNCRC). Constitution of Pakistan under various articles supports its commitment for the wellbeing of children. The child related legal framework under Child Protection and Welfare Act Khyber Pakhtunkhwa 2010 of Province of Khyber Pakhtunkhwa is a great achievement for the province where anti-child acts are declared as penal offenses. Service providers are encouraged to make use of and comply by the resources developed by PDMA to ensure child protection in emergencies.

It is obligatory for the organizations, seeking *No Objection Certificate (NOC)* from PDMA to follow this code of conduct and orient their staff on it. This will apply to all staff members of the organization either working for or working with the children. Organizational management will be responsible to follow this code to ensure the wellbeing and protection of children in emergency response.

1. All children will be treated with respect, regardless of race, colour, gender, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status;
2. Children related program must provide a welcoming, inclusive and safe environment for children where they can use their full potential to take part in development, educational and recreational activities;
3. All the staff members of the organizations should ensure to create and maintain an environment that prevents discrimination, neglect, exploitation and abuse for example staff will not fondle, hold or touch in an inappropriate or culturally sensitive way. Likewise physical and psychological abuse of children will not be tolerated.

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4. All the staff members of the organizations should behave honestly and with integrity and treat project beneficiaries with respect and dignity in the course of performing their duties and responsibilities, without seeking any benefits from the community against services provided to them.
5. Photographs, films and videos should be made with the consent of children and caregivers. Consent of camp management is also required for in camp activities. It must present children in a dignified and respectful manner and ensure that images are honest representations of the context and the facts.
6. Confidentiality of information should be top priority. Information that will put the child or his/her family at risk will not be disclosed to general public.
7. Any allegation of child abuse need to be timely reported to the concerned authority with appropriate procedure and documentation.