



CHILD PROTECTION POLICY



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Name and signature of Board Chair

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INTRODUCTION

Community Centre for Integrated Development (CCID) is committed to safeguarding and promoting the welfare of all children and young people and recognises its responsibility to take all reasonable measures to ensure an environment that is safe and secure for children. This policy reflects CCID's commitment to prevent harm of any nature, mistreatment or exploitation of children (hereinafter referred to as 'child abuse' or 'abuse') and sets out the process of responding to and handling allegations of child abuse.

Policy Objectives

- To uphold and promote the best interests of the child at all times;
- To respect the rights, wishes and feelings of the children with whom CCID works;
- To protect all children from abuse regardless of their race, gender, sexual orientation, gender identity, nationality, class, socio-economic status, culture, religion, age, disability or language;
- To refrain from using violence against any child, including the use of corporal punishment as a method of disciplining a child in all spheres of life including the home or any private sphere where children are;
- To take seriously and respond swiftly and appropriately to all suspicions and allegations of child abuse;
- All employees have a responsibility to report concerns of child abuse to CCID's Gender and Human Rights Department, especially the use of violence against children in the course and scope of CCID's work. In instances where a CCID employee/s suspects the use of violence against children by another CCID employee, they are encouraged to seek guidance from the Gender and Human Rights Department, with regard to action that could be taken by CCID. Where CCID is unable to take action, advice will be provided on the steps that must be taken to bring the matter to the attention of the relevant authorities.



Scope of the Policy

This policy applies to the Board of Directors at CCID, all employees of CCID, service providers for the organisation, volunteers, community mobilisers, community health workers, community Based Counsellors, partners, interns and those involved with other contractual/moral relationship with the organisation. They shall commit to abstaining from any act or actions which might constitute a violation of the right or rights the child. This policy thus affirms the responsibility of CCIDs Board of Directors, personnel and associates to promote the rights of children, protect children from all forms of abuse and adhere to the minimum standards of protection for children.

Key Definitions

The following definitions will serve as a guide in connection with this policy:

- **A Child:** Any person below the age of 18 years. The United Nations Convention on the Rights of the Child (UNCRC) defines a 'child' as "every human being below the age of eighteen years unless under the law applicable to the child, majority is attained earlier" (1989, Article 1). The Committee on the Rights of the Child, the monitoring body for the Convention, has encouraged States to review the age of majority if it is set below 18 and to increase the level of protection for all children under 18.
- **Child Abuse:** Child abuse is physical, sexual, and/or psychological maltreatment or neglect of a child or children, especially by a parent or a caregiver. Child abuse may include any act or failure to act by a parent or a caregiver that results in actual or potential harm to a child and can occur in a child's home, or in the organizations, schools, or communities the child interacts with.
- **Child Protection:** This refers to the prevention of and response to abuse, neglect, exploitation and violence against children. Simply described, child protection means safeguarding children from harm.
- **Children's right:** Children's rights recognised and uphold by this policy shall include those listed in the United Nations Convention on the Rights of the Child (UNCRC)



(1989) such as but limited to: the right to health, education, family life, play and recreation, an adequate standard of living and to be protected from abuse and harm. Children's rights cover their developmental and age-appropriate needs that change over time.

OUR PRINCIPLES AND BELIEFS ON CHILD PROTECTION

CCID is committed to non-discrimination, solidarity, transparency, sensitivity to local cultures, promoting human dignity, participation and dialogue. All CCID personnel and associates must uphold and promote the highest standards of ethical and professional conduct, and abide by this policy. CCID recognises that all children have equal rights to protection from abuse, neglect, exploitation and violence, and that everyone has a responsibility to support the protection of children. We are therefore committed to the following as far as child protection is concern:

1. The Promotion of the survival and development of children: With regards to children's right to life, right to protection from all forms of abuse, neglect, exploitation and violence, CCID commits to identifying and taking concrete action to reduce the effects of any of such emergency and response to the physical, psychological, emotional, cognitive, social and spiritual development of children. This includes family promoting family-based environments, with interim care and durable solutions considered as secondary options based on the best interests of the child.

2. The Protection of all children in need without discrimination: CCID is committed to provide support to children, families and communities without distinction of any kind, such as race, colour, ethnicity, religion, sexuality, language, age, disability, gender, sex, political or other opinion, family circumstances, health, marital status, birth or other status. CCID is committed to identifying and monitoring existing and new patterns of discrimination, and to tackle them in the response as part of its commitment to ensuring child protection

3. The promotion of every child participation in activities concerning children and their communities: CCID is committed to ensuring that girls and boys of different ages and abilities are given space and time to meaningfully participate. CCID personnel and associates



must enable developmentally appropriate ways of child participation, share power with children in decision making, and be sensitive to how children's participation can, when done poorly, upset children's social roles and exposure to harm.

4. The best interests of the child are paramount: In all actions concerning children, CCID personnel and associates must ensure that the best interests of the child will be a primary consideration. This principle should guide the design, monitoring, and adjustment of all programmes and interventions involving children.

5. Promoting sensitivity to local culture and adherence to the United Nations Convention on the Rights of the Child (UNCRC): CCID is committed to respecting local customs and culture, whilst at the same time honouring and promoting the fundamental rights belonging to children as enshrined in the UNCRC. CCID will consistently recognise children as those under the age of 18 years. CCID will work to protect children from traditionally sanctioned forms of child harm, such as but not limited to corporal punishment, female genital mutilation (FGM) and early marriage.

GUIDING LEGAL FRAMEWORK ON CHILD PROTECTION

This policy confers and upholds the obligations of the following legal framework:

- United Nations Convention on the Rights of the Child (UNCRC) (1989)
- ILO Minimum Age Convention, 1973 (No. 138) and its Recommendation No. 146
- ILO Worst Forms of Child Labour Convention, 1999 (No. 182) and its Recommendation No. 190.
- Convention on of all forms of Discrimination Against Women (CEDAW);
- the United Nations Convention on the Rights of Persons with Disabilities (2012)
- The African Charter on the Rights and Welfare of the Child (1990);
- Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (1987);
- Constitution of the Republic of Cameroon, of 2008 and
- The Cameroon Penal Code (provisions relating to Sexual Offences and other Related Abuses on children) of 2016.



- Law No. 2005-15 of 29 December 2005 relating to the fight against child trafficking and Slavery.
- The Labour Code (1992)

IDENTIFYING FORMS AND SYMPTOMS OF ABUSE ON A CHILD

In order to ensure that a child is safe, CCID shall ensure that all its employees are aware of the warning signs and symptoms of abuse. It should be noted that these signs and symptoms are not evidence of abuse. However, they do provide means for ensuring that potential or actual abuse is not ignored or overlooked. The signs and symptoms described are designed to help anyone who has reason to have concern about child abuse.

Physical Abuse

Physical abuse is any form of non-accidental injury or injury which results from intentional or negligent failure to prevent child abuse. It may involve hitting, shaking, poisoning, drowning and burning. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces illness in a child

Possible indicators of those type of abuse are:

- Injuries over a period of time or at various stages of healing (cuts, bruises, burn marks, abrasions, fractures) that cannot be explained;
- Excuses given to explain injuries and refusal to discuss injuries;
- Unusual withdrawal from physical contact, and arms & legs kept covered in hot weather;
- Fear of returning home or parents being contacted and showing weariness or distrust of adults
- Self-destructive tendencies and being aggressive towards others;
- Being very passive and compliant; and
- Always running away from home.

Child Neglect



Child neglect refers to a persistent failure to meet a child's basic physical and/or psychological needs, which is likely to result in serious impairment of a child's physical, spiritual, moral and mental health development. It includes the failure to properly supervise and protect children from harm and provide for nutrition, medical, shelter and safe living/working conditions. It may also involve maternal neglect during pregnancy as a result of drug or alcohol misuse and the neglect and ill treatment of a disabled child. Neglect generally becomes apparent in different ways over a period of time, rather than at one specific point.

Possible indicators of the types of abuse are

- Child does not grow, visible weight loss and constant tiredness;
- Constant vomiting and/or has constant diarrhoea and untreated medical problems;
- Failure to reach developmental milestones within the normal age-range;
- Poor personal hygiene and inappropriate clothing, e.g. summer clothes in winter;
- Frequent lateness or non-attendance at school;
- Low self-esteem and poor social relationships;
- Compulsive stealing; and
- Drug or alcohol abuse.

Child Sexual Abuse

Child sexual abuse refers to forcing or enticing a child to take part in sexual activities that he or she does not fully understand and has little choice in consenting to. This may include, but is not limited to, rape, oral sex, penetration, or non-penetrative acts such as masturbation, kissing, rubbing and touching. It may also include involving children in looking at, or producing sexual images, watching sexual activities and encouraging children to behave in sexually inappropriate ways.

Possible indicators of this type of abuse are:

- Pain or unusual itching of the genitals or anal area;
- Sexually transmitted infections;
- Difficulty in sitting or walking;



- Regular urinary infection or continual irritation and/or mouth sores (owing to forced oral sex); and
- Age-inappropriate and/or overly sexualised behaviour.

Child Sexual Exploitation

This is a form of sexual abuse that involves children being engaged in any sexual activity in exchange for money, gifts, food, accommodation, affection, status, or anything else that they or their family needs. It usually involves a child being manipulated or coerced, which may involve befriending children, gaining their trust, and subjecting them to drugs and alcohol. The abusive relationship between victim and perpetrator involves an imbalance of power where the victim's options are limited. It is a form of abuse that can be misunderstood by children and adults as consensual.

Child sexual exploitation manifests in different ways. It can involve an older perpetrator exercising financial, emotional or physical control over a young person. It can involve peers manipulating or forcing victims into sexual activity, sometimes within gangs and in gang-affected neighbourhoods. It may also involve opportunistic or organised networks of perpetrators who profit financially from trafficking young victims between different locations to engage in sexual activity with multiple men.

Emotional Child Abuse

Emotional child abuse takes place in the relationship between a caregiver and a child, rather than in a specific event or pattern of events. It occurs when a child's need for affection, approval, consistency and security are unmet. It refers to persistent emotional maltreatment that impacts on a child's emotional development. Emotionally abusive acts include restriction of movement, degrading, humiliating, bullying (including cyber bullying), and threatening, scaring, discriminating, ridiculing or other non-physical forms of hostile or rejecting treatment.

Possible indicators of this type of abuse are

- Bed wetting and soiling of clothes;



- Continued complaints of headaches, nausea and/or stomach pain for which there is no physical cause;
- High anxiety and fear of new situations;
- Delayed speech or sudden speech disorder;
- Low self-esteem and inappropriate emotional response to painful situations;
- Extreme passive behaviour or extreme aggressive behaviour;
- Drug or alcohol abuse; and
- Always running away from home and compulsive stealing

Commercial Exploitation

This means exploiting a child in work or other activities for the benefit of others and to the detriment of the child's physical or mental health, education, moral or social-emotional development. It includes, but is not limited to, child labour.

OUR STRATEGIC APPROACH TO CHILD PROTECTION

CCID intends to meet its commitment to protecting children from abuse through the following approach:

Awareness: Ensuring that all CCID personnel and associates, as well as target children and communities, are aware of what child abuse is, the risks of child abuse to children's safety, well-being, dignity and development, and CCID's zero tolerance towards child abuse.

Prevention: Ensuring that children are protected from harm/abuse by CCID's personnel and associates through safe recruitment, safe cooperative arrangements, safe programming and safe communication practices, and by promoting an environment where all CCID's personnel and associates work to minimise the risks which might lead to cause harm/abuse to children.

Reporting: Ensuring that complaint mechanisms for reporting child protection concerns are in place and accessible, and that all CCID's personnel and associates are clear what procedures to follow where concerns arise regarding a Child protection incident.



Response: Ensuring that appropriate measures are taken to protect and support children where concerns arise regarding a Child Protection incident, and that commensurate actions are taken where suspicions regarding a Child Protection incident are validated.

Promoting culture of openness, sensitivity and support: Ensuring that CCID's management favours open lines of communication and dialogue, and an atmosphere of support in order to implement and improve CCID's Child Protection practices and response procedures.

DESIGNATED AUTHORITY FOR CHILD PROTECTION WITHIN CCID

Child protection related complaints at CCID shall be led by the Program Manager of Gender and Human Rights Department, and main functions shall include:

- Ensuring that child protection considerations are included in recruitment and orientation processes;
- Ensuring that training on the Child Protection Policy is provided for all new and existing CCID employees, interns and volunteers. For new staff/volunteers it should be part of the induction process and for all staff every six months. Independent contractors will be advised of this policy and obligated to adhere to its provisions;
- To receive reports of alleged/suspected or actual child abuse and act accordingly;
- Promoting child protection within;
- To be familiar with legislation pertaining to children safety;
- To ensure that support systems are put in place for the child, employees or volunteers in cases of allegations being made;
- To ensure that systems are in place for recording and retaining all relevant documentation in relation to child protection issues; and
- To review the policy and amend as the need arises.

All CCID's personnel are obliged to adhere to these standards of behaviour. Failure to comply with these standards or failure to report child protection concerns is grounds for disciplinary action. This action may include termination of contract or summary dismissal, and may result in the case being forward to the local authorities for criminal prosecution where appropriate and in accordance with applicable national laws.



The standards set out above are not intended to be an exhaustive list. Other types of inappropriate behaviour towards children may be grounds for disciplinary action pursuant to CCID's Values, Beliefs Mission and Vision. Thus, CCID's personnel must not engage in any form of humiliating, degrading or exploitative behaviour under any circumstances.

CHILD PROTECTION GUIDELINES WITHIN CCID

CCID 's board of Directors, employees and associates are responsible for ensuring that children are protected from abuse and adopts the following guidelines for creating a safe environment for children who come into contact with the organisation. These guidelines intend not only to prevent harm to children but also to provide direction on how and where to raise concerns in the case of threat or actual harm to the child.

Screening and recruitment

CCID is committed to the following recruitment practices that aim to mitigate unacceptable risk to children engaged in CCID's programme work.

For staff, Interns and volunteers who have contact with children in their work, CCID shall:

- During the recruitment process ensure two referee reports are received for such staff, interns and volunteers; and as well ask at least two questions relating to child protection. References from family members will not be accepted. References will be checked on any child protection issue or incident involving the candidate.
- All staffs, volunteers, community committee members, interns and consultants will be required to acknowledge in writing the receipt, understanding and commitment to CCID's Child Protection Policy and related standards of behaviour prior to commencement of their contract/placement. (**see Annex 1: Declaration of Agreement to be Bound by and Uphold the CCID's Child Protection Policy**). The signed statement of commitment will be kept on file together with the signed employment or collaboration contract.
- CCID will not to hire or employ an applicant if the recruitment process or background check reveals that the applicant is not suitable to work with children.



- CCID will not hire or employ anyone with a prior conviction for child abuse.

Training and awareness

For effective implementation of the Child Protection Policy, CCID's commitment to child protection needs to be understood clearly and accurately by all CCID's personnel and associates, as well as target children and communities. Therefore, CCID is committed to the following:

- Include in the induction process for all new staffs, volunteers, community committee members, interns and consultants a module on what Child Protection is and the content of the Child Protection Policy in order to ensure that all they are all aware of the Policy- the related standards of behaviour and the implications of breaching these standards.
- Conduct repeated (twice a year) refresher training for personnel on the content of the child protection Policy and related standards of behaviour.
- Raise awareness widely amongst target communities on what child harm is, children's rights to protection from all forms of harm, CCID's zero tolerance towards child harm and options for reporting child protection concerns.
- Orient children involved in CCID's programmes on their rights to protection from all forms of harm, CCID's zero tolerance towards child harm and options for reporting child protection concerns in a child-friendly manner which is age, gender and diversity sensitive.
- Disseminate the contents of CCID's Child Protection Policy, summarily in local languages and develop a child- friendly version to be disseminated in target communities other relevant stakeholders.
- Monitor and regularly review the effectiveness of the Child Protection training and awareness materials and programmes.



Safe Cooperative Arrangements with Contractors

CCID will not enter into contractual agreements for the supply of goods, services or works with contractors which are known to utilise child labour or are involved in any other practice that can harm or is likely to cause harm to children.

- As part of the pre-qualification and bidding processes, all potential contractors will be required to submit together with the official documentation the Supplier/Tenderer's Declaration to the effect they are aware and formally agree to abide by CCID Child Protection Policy
- Where possible, an independent background check into the contractor's business practices will be conducted to inform the pre-qualification assessment or bid analysis.
- The Supplier/Tenderer's Declaration and the information from a possible independent background check will be used by the Evaluation Committee in the selection process. Copies of all official documentation will be kept on file.

The above-mentioned ethics clauses will be integral part of any supply, service or works contract

CCID will suspend or cancel a contractual agreement for the supply of goods, services or works, if child labour or any other practice that can harm or is likely to cause harm to children are discovered at any stage of the award process or during the fulfilment of the contract itself on the basis of investigation into allegations of harm to children. However, CCID will ensure that termination of a contractual agreement is carefully considered as a last resort and dependent on the contractor's mishandling of the child protection concern rather than on the basis of the child protection concern having arisen, reported and handled according to CCID's Child Protection Policy.

Safe Cooperative Arrangements with Partners

Acceptance of and compliance with CCID's Child Protection Policy and related standards of behaviour must be a condition of every partnership agreement or sub-agreement. CCID will not enter into partnership arrangements with entities which utilise child labour according to



the ILO Convention No. 138 on the minimum age for admission to employment and work (1973), and do not commit to protecting children from harm.

CCID must ensure the following mandatory practices when working with partners:

- An assessment about the partner's commitment and capacity to prevent and respond to harm to children will be conducted prior to signing a partnership agreement or sub-agreement, as well as at regular intervals during the implementation. The assessment must take into consideration also the partner's contact with children and the activity specific Child Protection risks.
- Partners which do not have their own robust Child Protection Policy will be required to sign up to that of CCID as a condition of any partnership arrangement (**see Annex 2: Declaration of Agreement to be Bound by and Uphold CCID's Child Protection Policy for Partners**). The statement of commitment to the CCID's Child Protection Policy shall be signed preferably by the legal representative of the partner and will be kept on file by both parties. The personnel of the partner will need to be made aware of the content of the CCID's Child Protection Policy and related standards of behaviour.

CCID reserves the right to suspend or cancel a partnership agreement or sub-agreement on the basis of investigation into allegations of harm to children. However, CCID will ensure that termination of a partnership agreement or sub-agreement is carefully considered as a last resort and dependent on the partner's mishandling of the child protection concern rather than on the basis of the child protection concern having arisen, reported and handled according to the CCID's Child Protection Policy.

Expected behaviours

All CCID's Personnel and associates are expected to comply with the Child Protection Policy and other Human rights policies. CCID's personnel and associates should never:

- Hit or physically abuse children, whether as a form of discipline or otherwise.
- Engage in any form of sexual relations with children or beneficiaries.



- Engage in any form of inappropriate physical behaviour such as kissing, hugging or touching a child.
- Use inappropriate words, offensive, threatening or intimidating behaviours that shame, humiliate, belittle or degrade children or engage in emotional abuse.
- Act in a manner or organise activities which are abusive or place children at risk of abuse.
- Spend excessive time alone with a child excluding him/her from others.
- Stay alone with children in a room with the door closed and where you cannot be seen by other people.
- Develop abusive or exploitative relations with children, including hiring children for domestic or other labour.
- Condone or participate in activities where the child's behaviour is likely to lead to abusive or illegal acts.
- Discriminate through preferential treatment to a child (such as gifts, sponsorships, money, etc.).
- Use, download or buy pornography, or other photography or video, for sexual purposes.
- Take images of children (photos, video, etc.) which are detrimental or explicit and undermine the child's dignity.
- Share photos on social media handles such as but not limited to, Facebook, Instagram and Twitter, where children and/or their families are identifiable, as this could potentially put children at serious risk.
- At any time make comments to the media on child protection matters except where the Gender and Human rights Department has previously been made aware of media interest and agreed the response in advance.
- At any time breach confidentiality, informed consent or incident reporting procedures regarding a child protection incident or case.



Procedure for managing allegations

All cases of child abuse shall be referred to the Program Manager for the Gender and Human Rights Department. CCID 's board of Directors, employees and associates shall be subjected to the Gender and Human Rights Department for all allegations on child abuse. If the Program Manager for Gender and Human Rights Department is implicated, the allegations shall be reported to either of the Co- Executive Directors to be seized of the matter. The Program Manager Gender and Human Rights Department (or either of Co- Executive Directors (when the Gender and Human Rights Department is implicated) and the board chair if any Executive Director is implemented) in charge of the matters of child abuse shall adopt the following procedure for managing allegations of child abuse:

- Make an initial assessment on the action to be taken, which may involve an internal inquiry or a more formal investigation. The personnel who reported the matter may request to be informed of how the matter is progressing, and in such cases, CCID through the authority in charge of the matter shall keep the personnel informed of what action shall be taken;
- Require the continued cooperation of the personnel who reported the suspicions of child abuse in carrying out the investigation;
- Following the investigation, if the circumstances of the matters reveal a possibility of child abuse which is not of a serious nature, the matter shall be discussed at CCID with the perpetrator called to order.
- If the matter is so serious and/or if the above channel has been exhausted and the personnel who reported the suspicions of child abuse is of the opinion that the concerns have not been adequately addressed, or the matter is so serious that it cannot be discussed at CCID, it will be reported in good faith to the Cameroonian Police service by the CCID authority seized of the matter;
- The personnel reserve the right to seek independent legal advice at any stage of the process, either from a legal adviser, attorney, labour law organisation, or the independent legal advice centre.



Recording and managing confidential information

Every effort shall be made to ensure that child protection matters are treated with sensitivity and confidentiality. As such, the following guidelines shall be observed:

Information shall always be handled and disseminated on a “need-to-know” basis only. Only the people listed below are to be involved in the investigation processes:

- The Gender and Human Rights Program manager (or when implicated, either of the Co-Executive Directors or if either of the Co-Executive Director’s are implicated, reports shall be directed to the Board chair and if the Board Chair is implicated, the police shall be contacted) and direct manager of the alleged abuser if need be;
- The parents/caregivers of the child in respect of whom suspicions of child abuse has been raised;
- The person reporting the matter of suspected child abuse;
- The suspected abuser and parents/caregivers if the suspected abuser is a minor;
- Information should be stored in a secure place with limited access to which only designated persons have access; and
- Faxing of information is discouraged unless absolutely necessary.

The Gender and Human Rights Department (or when implicated, either of the Co-Executive Directors or when implicated, the board chair) shall be the only people who have access to the following records:

- All complaints about the safety and welfare of children while working with CCID;
- All disclosures, concerns or allegations of child abuse; and
- Follow-up to any complaints, disclosures, concerns or allegations, including informal advice from government departments and other agencies working with children, reports to statutory agencies and documents informing parents/caregivers of child abuse.



CONCLUSION

CCID shall ensure that this Child Protection Policy is up-to-date with current child protection practices and shall ensure that all CCID personnel and associates are aware of the most current version of the Child Protection Policy.



APPENDIXES

Annex 1: Declaration of Agreement to be Bound by and Uphold CCID Child Protection Policy

I, the undersigned _____, hereby acknowledge that I have received, read and understood CCID's Child Protection Policy and pledge to abide by the expectations and provisions therein.

I am fully aware that should I fail to comply with these policies and related standards of behaviour, I will be liable to suspension, summary dismissal and/or face legal implications commensurate to the offence/crime I will have committed.

I testify that I have no prior criminal record in any country related to child abuse or sexual exploitation and abuse, and I have never been involved in any form of child abuse or sexual exploitation and abuse before.

I commit to respect and promote implementation of these policies at all times while under collaboration with CCID by the way I conduct myself and by reporting any violation of the related standards of behaviour that come to my knowledge.

To show my acceptance and commitment to comply with CCID's Child Protection Policy and, I hereby sign this declaration form.

Signature: _____

Name: _____

Position: _____

Place: _____

Date: _____

Relationship with CCID: _____



Relationship categories include:

- Board of directors
- Current employees
- Prospective employees
- Volunteer / Intern
- Community Committee Member
- Consultant
- Other (specify):



Annex 2: Declaration of Agreement to be Bound by and Uphold the CCID’s Child Protection Policy for Partners

_____ (NAME OF THE ENTITY)
hereby acknowledges that it has received and read a copy of the CCID’s Child Protection Policy.

_____ (NAME OF THE ENTITY)
agrees that all children have equal rights to protection from abuse, neglect, exploitation and violence, and that everyone has a responsibility to support the protection of children.

_____ (NAME OF THE ENTITY)
accepts and commits to actively prevent acts of child harm by its personnel and associates, and to respond to child protection incidents that are perpetrated against children in compliance with the CCID Child Protection Policy.

_____ (NAME OF THE ENTITY)
ensures that no personnel hired, deployed or engaged in projects implemented in partnership with CCID or with the support of CCID, have ever been involved in any form of abuse, neglect, exploitation and violence against children before.

_____ (NAME OF THE ENTITY)
ensures that all personnel hired, deployed or engaged in projects implemented in partnership with CCID or with the support of CCID, will participate in trainings on the content of the CCID Global Child Protection Policy and related standards of conduct organised by CCID.

_____ (NAME OF THE ENTITY) is
fully aware to be liable to suspension or cancellation of the partnership agreement or sub-agreement with CCID should any of its personnel member or associate be found in breach of CCID’s Child Protection Policy.

Signature:

Signature:



Name:

Position:

Place:

Date:

On behalf of:

Name:

Position:

Place:

Date:

On behalf of CCID: