



**MAHBOBA'S  
PROMISE**

An Australian Aid Organisation

**Code of Conduct for Staff or  
Volunteers in Afghanistan**



## **Mahboba's Promise Inc**

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### **PPG 11.1: Code of Conduct for Staff & Volunteers of Mahboba's Promise facilities in Afghanistan & Pakistan**

(Part of Child Protection Policy & Procedures)

Mahboba's Promise is committed to the safety and well being of all children using our service. We support the rights of the child and will act without hesitation to ensure a child safe environment is maintained at all times. We also support the rights and well being of our staff, volunteers and visitors and encourage their active participation in building and maintaining a secure environment for all participants.

DO:

- Make sure that the time you spend with the children is a positive experience. All young people are deserving of equal attention and opportunities.
- Conduct yourself in a manner consistent with your position as a positive role model to the children and as a representative of Mahboba's Promise.
- Read, study and follow the Child Protection Policy and Guidelines and give feedback so these documents can be constantly improved.
- As far as possible be visible when working with children.
- Treat all children with respect and take notice of their reactions to your tone of voice and manner.
- Encourage widows to respect their children and make sure that they are aware that physical and emotional abuse is not tolerated by Mahboba's Promise.
- Understand that you are accountable and raise all concerns, issues, problems with your Manager as soon as possible.
- Empower children – discuss with them their rights, what is acceptable and unacceptable and tell them that they can raise any concerns with you or with your Manager.
- Make sure all allegations or suspicions of abuse are recorded and acted upon.
- Be aware of situations which may present risks, such as unaccompanied children, and children being collected by unknown relatives and manage these in accordance with the Child Protection Policy or ask your Manager.
- Make sure any visitors to the facility are accompanied at all times and act in accordance with the Code of Conduct for Visitors and do not be afraid to report to your Manager if the visitor does not follow the Code of Conduct.
- Respect the rights, dignity and worth of all the widows, children, staff and volunteers regardless of their gender, ability or cultural background.
- Remember that the children need to be included in the planning, implementation, evaluation of all projects that involve them.

DO NOT:

- Hit or otherwise physically assault or abuse children
- Use abusive language or be unkind to the children.
- Act in ways intended to shame, humiliate, belittle or degrade children or otherwise participate in any form of emotional abuse.
- Discriminate against, or show favour to particular children to the exclusion of others.
- Hold, kiss, cuddle or touch children in an inappropriate and/or culturally insensitive way.
- Develop close relationships with any child that could be considered inappropriate.
- Spend time alone with a child. Always ensure another adult is present with conducting one-to-one teaching or coaching.
- Take a child home or encourage meetings outside the program activity.
- Do things for the children of a personal nature that they can do for themselves.
- Encourage meetings or contact outside the facility or without the knowledge of Mahboba's Promise.

Signed: \_\_\_\_\_

Name: \_\_\_\_\_

Date: \_\_\_\_\_

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