

CHILD PROTECTION POLICY

Policy Statement

FSG is a mission-driven consulting firm supporting leaders in creating large-scale, lasting social change. As part of FSG's nonprofit mission, we are committed to recognizing, promoting and protecting the rights of all children as outlined in this Child Protection Policy (Policy).

In line with the United Nations Convention on the Rights of the Child (UNCRC), we recognize that all children have a right to protection and freedom from abuse, including exploitation, regardless of age, ability, gender, racial heritage, religious belief, sexual orientation or identity.

Definitions

Child: any individual under the age of 18 years.

Child abuse: physical, sexual, emotional abuse and/or neglect. Abuse can take place in person and online, by other children and/or adults, including those in positions of trust.

Child safeguarding: proactive steps taken to prevent violence against children including all forms of physical or mental violence, injury and abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse.

Child protection: responding to concerns and/or disclosures that a child may be experiencing, or be at risk of physical and/or mental violence, injury and/or abuse, neglect and/or negligent treatment, maltreatment and/or exploitation, and/or sexual abuse.

Designated Safeguarding Officer - Child Protection (DSO): FSG employee who receives, records, and assesses relevant information in relation to child protection. FSG's DSO is the Chief Financial Officer.

Code of Conduct

FSG employees or representatives working with or having contact with children on behalf of FSG are expected to treat all children with respect and dignity, prioritizing the child's safety and well-being at all times. As we expect the highest standard of behavior from our employees and representatives when operating on behalf of FSG, this Code of Conduct applies to any employee or representative when operating on behalf of FSG.

As an FSG employee or representative you *must*:

- Act in a way that seeks to care for and protect the rights of children and act in their best interests
- Immediately report concerns or disclosures of child exploitation and abuse and policy non-compliance in line with the FSG's reporting procedure.

As an FSG employee or representative, you *should*:

- Be aware of situations which may present risks and manage, plan, and organize the work so as to minimize risks
- Ensure that another adult is always present when working in the proximity of children
- Ensure that a culture of openness exists to enable any issues or concerns to be raised and discussed.
- Seek advice from your DSO if you are concerned about a child, even if it doesn't appear significant, such as something not seeming quite right or making you feel uncomfortable.

As an FSG employee or representative you should *never*:

- Use language or behavior towards children that is inappropriate, harassing, abusive, sexual, provocative, demeaning or culturally inappropriate
- Act in ways intended to shame, humiliate, belittle or degrade children or otherwise perpetrate any form of emotional abuse
- Form an intimate relationship with a child or any other relationship that could in any way be deemed exploitative or abusive
- Engage children under the age of 18 in any form of sexual activity, including showing a child sexual images, asking a child to take or show you sexual images and/or using sexualized language and/or sexualized behavior in front of a child
- Invite unaccompanied children into a private residence
- Sleep in the same room as unsupervised children without a second adult being present
- Condone, or participate in, behavior of children which is illegal, unethical, unsafe or abusive
- Condone abusive activities between children such as initiation ceremonies or bullying
- Use computers, mobile phones, video cameras or social media to exploit or harass children or access child exploitation material through any medium
- Befriend children who you come into contact with through work on social media
- Use physical punishment on children
- Hire children for domestic or other labor
- Photograph or film children without consent from their legal guardian.

Implementation

While adhering to the above mentioned Code of Conduct, FSG commits to implementing this Policy by ensuring that FSG employees have read, understood and agree to uphold this Policy, and FSG employees know where to access this Policy. Any representative working with children on behalf of FSG also agree to the same.

Raising and reporting concerns

FSG employees or representatives have to report any breach of the Code of Conduct or suspicion of child abuse to the DSO. FSG commits to respond always to such reports in a timely, appropriate and effective manner and in a way that ensures that the safety and protection of children are paramount.

Should an allegation of abuse or other breach of this Policy against a FSG employee or representative be substantiated, the individual will be subject to disciplinary action which may include dismissal or termination and reporting the concern/disclosure to relevant authorities.

All allegations regarding FSG employees or representative will be handled fairly and transparently (with due regard to confidentiality) irrespective of whom they are made against, and taking into account the rights of the parties involved. While aiming to make fair, fact-based decisions, FSG will always prioritize the well-being of children in its decision-making.

Signed and agreed to by:

EMPLOYEE (signature)

TODAY'S DATE

EMPLOYEE (print name)