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Document Replaces	HR 03
Effective Date of Document	September 2007
Due for Review	
Related Policies	Equal Opportunity Policy , Confidentiality & Privacy Policy , Sexual Harassment (NEW and in development), Grievance
Relevant Procedures	Child Protection Procedure , Grievance Procedure

Aim

Children and young persons work with Amnesty International Australia (AIA) on occasion through school networks, weekend retreats, young person summits, school information sessions and workplace work experience.

The purpose of this policy is to ensure that all staff and volunteers understand the need for AIA to provide a caring and secure environment for children and young persons. It is also to build awareness of the potential for sexual misconduct involving children and young persons and to protect AIA staff and volunteers from misconduct or allegations of misconduct and to assist staff and volunteers who become aware of misconduct to treat incidents correctly.

It also aims to:

- help keep children and young people safe;
- comply with the law;
- treat staff and volunteers fairly when allegations are made against them; and
- provide AIA staff and volunteers with specific details in relation to child protection.

All AIA staff and volunteers should comply with this policy when they are dealing with:

- a child or young person;
- a child or young person who may be at risk of harm, or who may have been assaulted; or
- someone else who tells the staff and/or volunteer that a child or young person is at risk of harm or has been assaulted.

Scope

All staff and volunteers of AIA must be aware of and comply with this policy.



Policy

All staff and volunteers of AIA who are working with a child or young person will ensure the child or young person's safety and wellbeing by:

- engaging with the child or young person professionally and in a manner that reflects AIA's policies and procedures;
- ensuring that the child or young person is not exposed to language, conversation, pictures or any other communication that is of an adult nature or that breaches the AIA Code of Conduct or AIA Sexual Harassment or Harassment & Bullying Policy or any other policy of AIA;
- ensuring they themselves do not engage personally in intimate acts or a sexual relationship with a child at any time;
- ensuring that the child or young person have a good understanding of the reason that they are engaging with AIA and of the expectations of them during such engagement;
- ensuring that if the child or young person is engaged in work, work experience or volunteer assignments with AIA, they are provided with adequate supervision and a safe working environment;
- ensuring that the child or young person understands the AIA Code of Conduct and has access to all other policies and procedures;
- ensuring that if the child or young person has any questions, or if problems arise throughout the course of their engagement with AIA, that they have a responsible AIA staff member or volunteer to assist them; and
- ensuring that they themselves as a staff or volunteer working with a child or young person has an understanding of this policy and knows how to assist a child or young person when a breach of this policy has occurred.