



Code of Conduct

NPH provides protection to vulnerable children and strengthens families and communities in Bolivia, Dominican Republic, El Salvador, Guatemala, Haiti, Honduras, Nicaragua, Mexico and Peru. NPH focuses on two principal areas of programming: protection and strengthening families and communities. NPH is committed to assuring the best possible care for our children through direct programs, through service to other caregivers and support organizations, and through direct engagement with the community in which the children live.

Together we create a family environment that promotes the well-being of children and youth based on Father William Wasson's philosophy. Our goal is the fullest possible intellectual, moral and spiritual development of each individual child.

Our childcare standards reflect the rights of children and young people, as stated in the United Nations Convention on the Rights of the Child and the corresponding responsibilities as defined by Father Wasson's philosophy. The NPH family recognizes that all people, are equal and that all must enjoy all human rights and fundamental freedoms as everyone else without any discrimination or distinction.

The aim of the code of conduct is to take responsibility for the safety, well-being and protection of our children and youth in the NPH family and family strengthening programs and the prevention of all kinds of discrimination, violence or abuse against them. A further aim is to protect our employees, volunteers and other individuals from any false allegations regarding their conduct towards children.

All employees and volunteers of the NPH family must sign the code of conduct. By signing, the person commits to creating and maintaining an environment that is safe for the children, youth and all people in need of care in the NPH family and family strengthening programs.

In this respect, I will:

- respect children's human dignity and their need to be protected at all times.
- undertake everything possible to protect children from neglect and from physical, psychological and sexual abuse and exploitation.
- treat all children, youth and adults of the NPH family, including all in our outreach programs with respect.
- treat the guardians of the children and youth with dignity and respect at all times.
- verbally and nonverbally refrain from violent, discriminatory, racist and sexist behavior towards and in the presence of children.
- respect the opinions and concerns of children and allow them to participate in all matters affecting them according to their age and maturity.

- contribute to an environment where each child or youth is able to freely express their opinion without fear of victimization.
- contribute to creating a safe, nurturing environment for children which is free from bullying, harassment and discrimination.
- take the children's beliefs and concerns seriously to foster their personal growth.
- use positive discipline that is free of violence and humiliation.
- model healthy and respectful relationships. Many of the children living at NPH come from homes without healthy boundaries and we strive to provide healthy examples for the children.
- dress modestly as cultural standards in Latin America are different than those in the U.S. or Europe.
- not share any details about a child personally or the privacy of a child's family without permission.
- in order to respect each child's personal story, adhere to all NPH child media policies and not share any photographs or videos on any social media platform without permission.
- report violations of child protection policies
- adhere to all laws that govern the countries in which NPH serves

I will also refrain from any and all forms of threats, discrimination, physical or verbal abuse. This means that I will never:

- hug, kiss or touch a child in any manner that is **inappropriate** or culturally insensitive or against the child's wishes.
- abuse the power afforded by position or office on the life and well-being of a child.
- hit or physically assault a child in any way.
- enclose children without supervision.
- abuse or exploit a child sexually, physically or emotionally
- engage in sexual activities with a child or youth.
- use language that is inappropriate or suggestive.
- make sexual innuendos or suggestive actions toward a child.
- tolerate or facilitate illegal, dangerous or abusive conduct toward children.
- engage in a romantic relationships with children or youth of the NPH family or in family strengthening programs regardless of their age.
- take children or youth to the **private** rooms of any employee, volunteer or visitor under any circumstances.
- drink, smoke, or use drugs in front of the children and youth, regardless of the location, or prior to an encounter with children and/or youth.
- take pictures of children when they are not fully clothed.

Date and signature: