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LSO CHILD PROTECTION POLICY

A. Definitions under the Child Protection Policy

1. A child is defined as any person under the age of 18 years.
2. Child abuse is defined as all forms of physical abuse, emotional ill-treatment, abuse and exploitation, neglect or negligent treatment, commercial or other exploitation of a child and includes any actions that result in actual or potential harm to a child.
3. Child abuse may be a deliberate act or it may be failing to act to prevent harm. Child abuse consists of anything, which individuals, institutions or processes do or fail to do, intentionally or unintentionally, which harms a child or damages their prospect of safe and healthy development into adulthood.
4. Child Protection, within the scope of this policy, is defined as the responsibilities, measures and activities that LSO undertakes to safeguard children from both intentional and unintentional harm.

B. Scope of the Child Protection Policy

The Child Protection Policy applies to everyone working for or associated with LSO. It encompasses the whole of LSO and includes without limitation:

1. **Staff at all levels**
2. **LSO Associates** - these include Interns, Volunteers, Community Volunteers, Sponsors, Consultants and Contractors. Also the staff and/or representatives of partner Organisations and local governments who have been brought into contact with children or are party to LSO child sensitive data while working for or with LSO.
3. **LSO visitors** - (e.g. donors, journalists, media, researchers, celebrities etc.) who may come into contact with children, through LSO are also bound by this policy.

C. Responsibilities under the Child Protection Policy

LSO Staff, Associates and Visitors must:

1. Never abuse and/or exploit a child or act behave in any way that places child at risk of harm.
2. Report any child abuse and protection concerns they have in accordance with the applicable local procedures. This is a mandatory requirement for Staff. Failure to do so may result in disciplinary action.

3. Respond to a child who may have been abused or exploited in accordance with applicable local office procedures.
4. Cooperate fully and confidentially with investigation of concerns and allegations.
5. Contribute to an environment where children are respected and encouraged to discuss their concerns and rights.

D. Personal Conduct Outside Work

We are committed to ensuring that LSO Staff, Associates and Visitors apply high standards of behavior towards children within both their professional and their private lives.

LSO does not intend to dictate the belief and value systems by which LSO staff conduct their personal lives. LSO’s position throughout the world is dependent, however, on maintaining good relations and upholding its reputation as a child-focused community development Organisation with numerous countries and Organisations.

Unlawful or other conducts by LSO staff, which jeopardises LSO’s reputation or position whether during or after business hours will not be permitted. Such conduct includes, but is not limited to: any unlawful activities related to sexual abuse; any other unlawful activity; sexual harassment; physically/ verbally abusive behavior; and public disorderly conduct.

LSO Staff and Associates are required to bear in mind the principles of the LSO Child Protection Policy and heighten their awareness of how their behavior may be perceived both at work and outside work.

I.....agree that I have read and understood the terms and conditions of the LSO Child Protection Policy

ID NO.....

Signature

Date.....

On behalf of the employer

NameSignature.....Date.....