



CODE OF CONDUCT - SAFEGUARDING & PSEA*

Islamic Relief has a zero tolerance towards all forms of violence, sexual exploitation and abuse. Representatives of Islamic Relief working directly or indirectly with children, young people and people at risk must follow Islamic Relief's code of conduct. These codes also apply to staff and their conduct towards each other and those we serve.

Islamic Relief representatives must:

Treat staff, children, young people and people at risk with respect, recognising their right to personal privacy;

Not make racist or sexist remarks towards anyone. Inappropriate physical contact is prohibited;

Not spend time alone with children, young people and people at risk. They must plan activities so that more than one person is present, or at the very least, other people are within sight and hearing;

Not stay overnight in the same room with children, young people and people at risk;

Always take concern of harassment, sexual exploitation, violence or abuse issues seriously;

Ensure that disciplinary measures/sanctions must be non-violent and must not humiliate staff, children, young people and people at risk;

Not take images of children, young people and people at risk which are detrimental or explicit and undermine their dignity. Refer to child safeguarding policy or communication guidelines;

Not rely on just their good name to protect themselves, and must not put themselves in positions where they could be falsely accused of something by anyone;

Remember that sexual exploitation and abuse by Islamic Relief staff constitute acts of gross misconduct and are therefore grounds for the termination of employment;

Not make any type of relationship, including sexual relationship, between Islamic Relief staff and children, young people, people at risk or beneficiaries, since they are based on inherently unequal power dynamics; such relationships would undermine the integrity of work to help vulnerable and excluded children and would be classed as gross misconduct.

Where an Islamic Relief staff member develops concerns or suspicions regarding sexual abuse or exploitation by a colleague, whether in Islamic Relief or not, they must report such concerns to the country director and the global safeguarding focal point.

By signing this code of conduct, I hereby accept and confirm to adhere to this code of conduct with the true spirit and will ensure its compliance.

Employees Signature: _____ Date: _____

**Protection against sexual exploitation & abuse.*