



Alola Australia Limited

Child Protection Policy 20 June 2011

Introduction

Alola Australia Limited ('Alola Australia'), in partnership with Fundasaun Alola, is committed to supporting the health and wellbeing of the women and children of Timor-Leste. Alola Australia recognises the rights of children, the importance of empowering women and strengthening participation in community development.

In realising its commitment to children, Alola Australia has developed a child protection policy. This policy is consistent with the UN Convention on the Rights the Child, which has been ratified by both Australia and Timor-Leste, and defines children as all people under the age of 18 years. 'Protection' refers to the actions designed to protect children from all forms of physical or mental violence, injury and abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse¹. This policy also gives particular attention to the protection of children at risk of, or who have experienced, abuse as a result of child trafficking, child pornography and child-sex tourism.

Scope

The policy applies to:

- The Board of Directors of Alola Australia;
- The Members of Alola Australia;
- Any employees or contractors engaged by Alola Australia; and
- Any volunteers that assist Alola Australia.

Context

This policy exists within the context of the Partnership Agreement between Fundasaun Alola and Alola Australia and applies to all activities undertaken as part of that partnership. This policy recognises and aims to support the aspirations and commitment of the people of Timor-Leste to realise a positive future for their children.

Particular attention is paid to Alola Australia's role and responsibilities in protecting children from abuse through its activities in Australia and also in Timor-Leste whenever any representative of Alola Australia is undertaking activities there.

¹ UN Convention on the Rights of the Child, Article 19

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Goal

The overall goal of this policy is to protect children from abuse of all kinds in the delivery of Alola Australia's activities whether in Australia², Timor-Leste or any other country.

Guiding principles and statement of responsibility

This policy is guided by a set of principles derived from the UN Convention on the Rights of the Child:

- **All children have the right to protection from all forms of violence, abuse, neglect and exploitation:** Alola Australia actively seeks to prevent and will not knowingly engage anyone (as a contractor, employee or volunteer) who poses an unacceptable risk to children, or support activities which pose an unacceptable risk to children.
- **A rights based approach to child protection policy and services:** Alola Australia is guided by the rights of the child in relation to its activities in Australia and its support of Fundasaun Alola in their work with the women and children of Timor-Leste
- **Child protection is a shared responsibility:** Alola Australia works in partnership with Fundasaun Alola to promote awareness of child protection issues and compliance with our respective child protection policies.

Implementation

- **Policy implementation and monitoring:** Alola Australia will nominate a Board member responsible for the implementation, ongoing monitoring and periodic review of the child protection policy. Responsibilities include the review of all existing and new policies and proposed projects to ensure that they are consistent with this policy and are assessed for their potential risk to children and that children are not vulnerable to abuse and exploitation.
- **Code of conduct:** All current and future Board Members, organisational Members, employees, contractors and volunteers will be required to read and accept the Alola Australia child protection policy and code of conduct. Where appropriate, any Board Member, organisational Member, employee, contractor or volunteer that is working directly with children will be required to undergo the relevant 'working with children' checks.
- **Increase awareness of child protection issues:** Alola Australia in partnership with Fundasaun Alola will maximise opportunities to promote awareness of child protection issues and programs within our respective organisations, through community events and programs and publications including electronic media. The Alola Australia child protection policy will be published on the website.
- **Procedures for handling complaints and risk management:** Alola Australia has established procedures for the management of its 'facebook' account with respect to the removal of any inappropriate postings relating to child abuse. We will also implement a general complaint handling policy and procedure to respond to any complaints related to child protection issues.
- **Use of child photos and stories:** Alola Australia will not use inappropriate or exploitative images of children or any other image that does not respect their right to privacy and dignity. Where at all possible, images of children taken and used in any form of publication by Alola Australia will be with the child and/or child's guardian's informed consent.

APPROVED BY THE BOARD ON 20 June 2001

² Adapted from the Australian Government AusAID Child Protection Policy January 2009

References

- Fundasaun Alola and Alola Australia Ltd "Partnership Agreement" dated 11 November 2008
 - Australian Foundation for the Peoples of Asia and the Pacific (AFAP) child protection policy and code of conduct January 2009
 - Australian Government AusAID child protection policy January 2009
 - UN Convention on the Rights of the Child
 - UNICEF (2005) UN Human Rights standards and mechanisms to combat violence against children. Innocenti Research Centre Italy
 - UN Millenium Development Goals
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Attachment A: Alola Australia - Child Protection Code of Conduct³

I, _____, agree that while implementing Alola Australia activities I will:

- Treat children with respect regardless of race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status;
- Not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate;
- Not engage children in any form of sexual activity or acts, including paying for sexual services or acts. I understand that mistaken belief of the age of the child is not a defence;
- Wherever possible, ensure that another adult is present when working in the proximity of children;
- Not invite unaccompanied children into my home, unless they are at immediate risk of injury or in physical danger;
- Not sleep close to unsupervised children unless absolutely necessary, in which case I must obtain my manager's permission, and ensure that another adult is present if possible;
- Use any computers, mobile phone, or video and digital cameras appropriately, and never exploit or harass children or to access child pornography through any medium;
- Refrain from physical punishment or discipline of children;
- Refrain from hiring children for domestic or other labour which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury;
- Comply with all relevant Australian and local legislation, including labour laws in relation to child labour; and
- Immediately report any concerns or allegations of child abuse to a member of the Board of Alola Australia.

I understand that the onus is on me to use common sense and avoid actions or behaviours that could be construed as child abuse when undertaking Alola Australia activities.

NAME (please print)

Signature

Date

³ This code of conduct is derived from the AFAP POLICY Child Protection V4-2 28-01-09 with minor changes
