

Annex II: ICDS Standards of Behaviour towards Children

ICDS members and staff must remain aware of perceptions and appearances in their language, actions, and relationships to children and safeguard them from harm. Members and staff should be aware at all times to uphold the dignity of each child and treat all children with respect.

The following outline provides behavioural expectations of all Members and staff when interacting with children (any person under 18 years of age).

ICDS members and staff:

MUST	MUST NOT
<ol style="list-style-type: none"> 1. Conduct themselves in manner consistent with values of ICDS, 2. Treat all children and their families with respect, regardless of race, colour, gender, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status 3. Listen to children 4. Provide welcoming, inclusive and safe environment for children that prevents all forms of abuse and exploitation. 5. Be sensitive when they are around children (i.e. language, conversations, touch, gestures) 6. Respect cultural differences which do not harm children 7. Be transparent in actions and whereabouts 8. Have at least one other adult present when they are with a child. Care and discretion must be used on all one-on-one situations 9. Ensure that an adult caretaker is present when transporting a child; and if not possible, obtain appropriate permission 10. Report any concerns of child abuse or exploitation 11. Disclose all charges or convictions if they relate to child exploitation 12. Comply with relevant country legislation 13. Ensure contact with children is supervised, accompanied or at least in sight of other adults. 	<ol style="list-style-type: none"> 1. Hit and physically abuse children (even if culturally acceptable) 2. Emotionally or verbally abuse a child 3. Be harsh toward a child. If a child expresses discomfort, stop the behaviour 4. Have sex or engage in any sexual activity with a child including inappropriate touch 5. Send degrading or harmful written or verbal messages to a child, such as sextexting, pornography 6. Use any computers, mobiles, video cameras or social media to exploit or harass children, or access, download or share child exploitation material 7. Hire a child 8. Encourage a child to meet with them outside of work-related activities 9. Take a child to their homes 10. Find themselves alone with a child (there may be exceptions) 11. Do things for child of a personal nature that they are able to do for themselves 12. Show favouritism 13. Be intoxicated or under the influence of drugs when with children