



Friends of Thai Daughters

What Is Friend of Thai Daughters' Child Safeguarding Policy?

Child safeguarding about is making Friend of Thai Daughters safe for children.

Our child safeguarding policy reflects Friend of Thai Daughters' commitment to first prevent harm and abuse, and then report and respond whenever concerns arise. It applies to staff, representatives and third parties, who come into contact with children or impact them through our programs.

Friend of Thai Daughters' child safeguarding policy is made of up four key principles:

- **Awareness and Training:** All representatives receive training and contextualized support in order to prevent, report, and respond to safeguarding concerns.
- **Prevention:** Through awareness raising, implementation of procedures, and good practice, representatives demonstrate an understanding of the risks to children within and across programs and operations, and engage effective strategies to mitigate harm, abuse, and exploitation.
- **Reporting:** All Friend of Thai Daughters representatives know how to report and who to contact when any concern arises, no matter how seemingly small or trivial.
- **Responding:** Engage in action that supports and protects children, with a child driven approach, to address concerns and ensure children's well-being.

Child Safeguarding Policy

Friend of Thai Daughters has been built on the fundamental belief that all children have the right to be protected from harm, abuse, and exploitation. A child is defined as anyone under the age of 18, and all children have an equal right to protection regardless of any personal characteristic including age, sex, gender identity, race, ethnicity, ability, religious belief, or other aspects of their culture.

This policy applies to all persons working for Friend of Thai Daughters or on our behalf in any capacity, including employees at all levels, Board members, volunteers, interns. Any violations of this policy will be treated as a serious infraction and will result in disciplinary action, up to and including termination, and any other available legal remedy. Friend of Thai Daughters representatives must demonstrate the highest

standards of behavior and conduct towards children, both in their private and professional lives, 24 hours a day and 7 days a week.

Representatives include employees, volunteers, interns, consultants, Board members, Partners and others who work with children on Friend of Thai Daughters' behalf, visit Friend of Thai Daughters' programs, or who have access to sensitive information about children in Friend of Thai Daughters' programs.

1. Friend of Thai Daughters is Committed to Children

- o Friend of Thai Daughters is committed to conducting its programs and operations in a manner that is safe for the children it serves and to helping protect the children with whom Friend of Thai Daughters is in contact.

- o Representatives are explicitly prohibited from engaging in any activity that may result in any kind of Child Abuse.

- o Representatives are expected to create and proactively maintain an environment that aims to prevent and deter any actions and omissions, whether deliberate or inadvertent, that place children at risk of any kind of Child Abuse.

- o Any violations of this policy will be treated as a serious infraction and will result in disciplinary action being taken, up to and including termination and any other available legal remedy.

- o Representatives must at all times avoid actions that could be construed to constitute potentially abusive behavior; representatives must never place themselves in a position where they are made vulnerable to allegations of misconduct.

- o Friend of Thai Daughters has adopted **Procedures**, described below, to promote training and prevention, reporting, responding.

2. Friend of Thai Daughters Complies with all Applicable Laws and Regulations

- o It is Friend of Thai Daughters' policy to ensure compliance with host country and local child welfare and protection legislation, or international standards, whichever affords greater protection, and with U.S. law. Where the guidance in this policy conflicts with any applicable laws or regulations, the higher standard must be observed at all times.

3. Friend of Thai Daughters Prohibits Sexual Activity with Children

- o Any individual under the age of 18 is a child and is "underage," regardless of the legal age of consent of the jurisdiction or country in which s/he lives and/or in which the offense occurs.

o Sexual activity with a child with or without their consent will be treated as a serious infraction and will result in disciplinary action being taken, including termination, and the pursuit of any other available legal remedy.

4. Friend of Thai Daughters' Management is Committed

o Management is committed to taking all appropriate corrective actions. Disciplinary, legal, or other applicable actions in response to any violation of the Child Safeguarding Policy will be taken against any individual who has committed a Child Safeguarding violation and/or anyone who knew of such a violation and failed to act or report.

5. Policy on Confidentiality in Child Safeguarding Matters

o will manage sensitive information in a manner that is respectful, professional, and that complies with the applicable law.