

Code of conduct

Representatives of ABColombia must:

- Ensure their personal and professional conduct is, and is seen to be, of the highest standards and in keeping with ABColombia's Vision, Objectives and Values and does not bring ABColombia into disrepute.
- Act in good faith and treat other people with dignity and respect, without discrimination, harassment, abuse or neglect.
- Take reasonable action to protect others from harm and to challenge infringements.
- Act in accordance with health, safety and security guidelines and endeavour to safeguard others.
- Ensure contact with children, young people and vulnerable adults (whether by phone, online or direct contact) is supervised, accompanied, or at least in sight of other adults.

Representatives of ABColombia must NOT:

- Use the position of power conferred by their role to exert pressure, gain economically, professionally or sexually, or extract or accept favours, bribes, gifts or other forms of personal enrichment.
- Enter a sexual relationship with any member of a community or partner organisation we assist with whom we hold a position of power or authority.
- Exchange money, employment, goods or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour.
- Take advantage of a position of power to enter into a relationship with a colleague.
- Use their power or position to withhold assistance or services, or to give preferential treatment.
- Use the organisation's computers or other equipment to view, download, create or distribute inappropriate material, including but not limited to pornography.

Additional commitments for contact with children

Representatives of ABColombia must:

- Challenge bullying and child-to-child abuse in all its forms.
- Raise any concerns about grooming or grooming type behaviour
- Disclose all charges or convictions if they relate to child abuse or exploitation.

Representatives of ABCOLOMBIA must NOT:

- Engage in any type of sexual relationship with any person under the age of 18 or under the local age of sexual consent (where higher). This applies to all ABCOLOMBIA representatives regardless of the age of consent locally and mistaken belief in the age of the child is not a defence.
- Physically abuse children (even where this is culturally acceptable). Representatives of ABColombia must use non-violent methods to manage children's behaviour.
- Do things of a personal nature for a child with whom they come into contact as part of their work for ABColombia that the child can do for themselves (e.g. toileting, bathing, dressing).
- Recruit children for any labour which is inappropriate to their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at risk of injury.

- Seek to make contact or spend time with any child with whom they come into contact as a part of their work with ABColombia except as part of the designated activities set out in the role.
- Share a bedroom or sleep close to an unsupervised child or children where that child/children are ones with whom they come into contact as part of their work for ABColombia.
- Visit a child's home alone or invite unaccompanied children into their own accommodation, where that child/children are ones with whom they come into contact as part of their work for ABColombia.
- Shame, belittle or degrade a child.
- Touch a child in a manner which is considered culturally insensitive or inappropriate.