



Adult Code of Behaviour

This Code of Behaviour applies to all adults in CISV as well as to Children in roles of trust and responsibility, e.g. Junior Counselors and people in Junior Branch Leadership Positions. The Code applies at all levels and with all interactions that CISVers have, both in person and online. This Code helps CISV to provide a positive, inclusive and welcoming environment that reflects our values and where everyone feels safe, supported and respected.

I WILL ALWAYS:

- ✓ Put the safety and welfare of the children in CISV as my first priority.
- ✓ Help create a culture where children feel safe
- ✓ Encourage children to speak out and bring up any concerns they have.
- ✓ Listen to the voices of children
- ✓ Treat everyone with courtesy, dignity and respect.
- ✓ Recognize that as adults we are role models at all times and we set the tone for what is acceptable
- ✓ Model positive behaviours that reflect the values of CISV: Friendship, Inclusiveness, Enthusiasm, Engagement and Cooperation.
- ✓ Follow CISV rules, especially the Behaviour Policy and the Child Protection Policy (see especially Procedure 4: Communicating with and about Children).
- ✓ Recognize that my behaviour, both in person and online, affects the reputation of CISV
- ✓ Use appropriate language and behaviour in all forms of communication.
- ✓ Report all concerns about inappropriate or forbidden behaviours immediately to the Person in Charge.
- ✓ Avoid physical contact or displays of intimacy that could reasonably be perceived as inappropriate or an abuse of power or trust.
- ✓ Challenge others on behaviour that I feel is against our Code of Behaviour and be open to be challenged by others on my behaviour.

I understand and agree to follow this Code of Behaviour at all times. I understand that violating this Code may result in serious consequences including temporary or permanent removal from an activity or a programme, and / or suspension or termination of my CISV membership.

Name: _____

Signature: _____

Date: _____