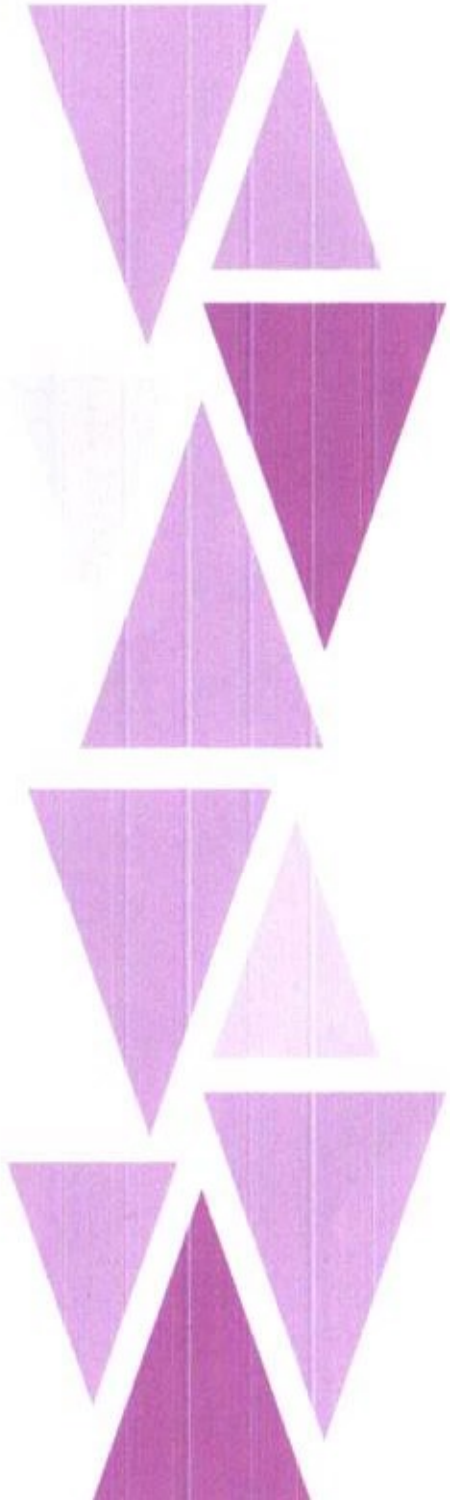


# Code of Conduct and Protection Policies

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*Seyaj Organization for Childhood Protection*

2022



## Code of Conduct and Protection Policies

### Introduction:

This Code of Conduct and Protection Policies was developed and approved by **Seyaj Foundation for Childhood Protection** in February 2012 as an ethical reference for its policies, directions, objectives, vision and mission, as well as the conduct and practices of its affiliates, which are binding on all at the senior leadership, staff and volunteer's level.

The purpose of this Code is to make public and individual performance consistent with the rules, ethics and principles of working with children in accordance with the Constitution, prevailing national laws, international instruments and their annexes relating to the rights of the child, foremost among which is the Convention on the Rights of Child, adopted by the United Nations in 1989.

The articles and clauses of this Code and the protection policies have undergone revision and development during the year 2020 by experts, drawing on the organization 's evaluation of its experiences in monitoring, documentation, protection and advocacy, and from modern legislation and codes of conduct, and also from the views of children as stakeholders and primary beneficiary in accordance with the principles of justice and gender equality and the involvement of children in the discussion of everything related to their issues and rights. The opinions, recommendations and proposals of a number of experts and relevant academic and human rights figures were also taken into account in order to keep pace with the latest protection and advocacy mechanisms and policies for children who are victims of violence and sexual exploitation in its various forms, in particular, and other grave crimes, in general. Children are victims of the six violations as per Security Council resolution No. 1612 for the year 2005 and other relevant resolutions aiming at achieving the best practices and policies to ensure

the quality protection of child victims and the preventive protection of all children.

### **General Definitions:**

**The Republic:** Republic of Yemen.

**Organization:** Seyaj

**Child:** Any person under 18 years of age, male or female.

### **First: Code of Conduct**

#### **Code Objective:**

Developing a code of honor as a theoretical reference for developing and improving our services and defining our policies in promoting and protecting the rights of child and the general behaviour of workers as well as volunteers in **Seyaj Foundation for Childhood Protection** and determining the frameworks governing our relationship with the beneficiaries of our services directly and indirectly and with the humanitarian issues we work on.

Defining the broad outlines of our relationship with the various and related parties and clarifying the theoretical premises and references that govern our work.

#### **Second: Those Concerned with a Commitment to the Code.**

Senior leadership and all staff and volunteers of **Seyaj Foundation for Childhood Protection** as well as its local partners and collaborators in the implementation of its programs and activities.

### **Third: Code of Conduct Clauses.**

1. All children have equal rights, services and protection regardless of their colour, sex, nationality, religion, guardians, caregivers, or religious & political affiliation.
2. Child Services and Protection is a voluntary and a noble humanitarian mission.
3. Respecting the rights of all children and providing them with the necessary service based on the available resources.
4. Not to use, or allow to be used under any justification, violence, discrimination, exploitation, neglect or abuse of any kind against any child.
5. Respecting the privacy of all children, and not to publish or leak any information, pictures or video that may offend the dignity of any child or threaten their life, personal safety, parents, and whoever serves and cares for them, or the social environment to which the child belongs.
6. Not to publish pictures and names of children victims of sexual, honor and dignity violations. Instead, alphabetical symbols may be used when it is necessary for sharing information for reasons of advocacy and to mobilize public opinion in favor of the case positively along with obliterating facial features and signs of personality.
7. Working according to the principle of confidentiality and privacy of the information of child victims and prohibiting disclosing, presenting or sharing it with any entity or individuals except by an explicit and specific judicial order.
8. Maintaining my own safety and the safety of others during and after my affiliation with the humanitarian team in the organization.
9. Not to contribute or allow any accused or convicted of violence against a child or children to escape legal sanctions.

10. It is prohibited for an affiliate of **Seyaj Foundation for Childhood**

**Protection** to request or accept gifts in kind, money or material or moral privileges for himself or for others in exchange for the humanitarian services he provides to children.

11. Seeking to represent the organization in a way that contributes to its development and preserves its reputation, resources and property.

12. The resources and potential of the organization shall not be used to serve any partisan, political, ideological, racial or other purposes contrary to the aims and mission of the organization as well as the Convention on the Rights of the Child and human rights principles.

13. To report any breach or conduct contrary to this Code and other principles and ethics of child rights defenders.

14. No physical or verbal abuse of any colleague or other person within or outside the organization.

15. Not to pay money for personal relationships and matters that are contrary to social values, morality and the values of transparency.

16. Not to use, sell, promote or purchase any prohibited or illegal substances.

17. Not to use the Organization's assets, resources and potential for personal interests.

18. To comply with any controls and avoid any other violations provided for in national legislation and the terms of reference for the rights of child that are not included in this Code.

## Second: Policy on the Protection and Advocacy of Children's Rights.

- 1) Every Yemeni child inside or outside Yemen or on Yemeni territory has the full right to receive our services whenever needed.
- 2) Our services are provided to child victims of violence, exploitation, neglect and abuse up to the age of 18 years, without regard to the child's sex, colour, race, creed, religion, nationality, geographical region, or ideological or intellectual affiliations of his or her parents, guardians or caregivers.
- 3) Our services are provided according to the needs of the victim and at his or her request or the request of his or her parents or those responsible for his or her care or whoever is authorized by law to do so and within the limits of our capabilities and capacities and according to the priority of the case, its seriousness and importance for the best interests of the child.
- 4) We avoid offending people, bodies corporate, others' beliefs and intellectual, political or social affiliations.
- 5) Prohibiting work with the intention of serving a political, partisan, racist or regional agenda that conflicts with our goals and policies and affects the rights and best interests of the child.
- 6) Not to practice or accept any policies or practices that are prejudicial to the life, health, safety, well-being, dignity and humanity of any child. We seek to address and halt them through legitimate and available ways and means.
- 7) Seeking to create a protective environment for children by involving local communities in the financing and implementation of various protection and development activities.
- 8) We prioritize strengthening preventive child protection systems and mechanisms through education, awareness-raising, vocational education and empowerment of economically, culturally and socially vulnerable groups.



- 9) Involving children and youth in particular in the development and implementation of activities and interventions related to the promotion and protection of children's rights.
- 10) Not to implement or direct any activities that are inconsistent with national and international strategies aimed at enabling children to enjoy their rights.
- 11) We refuse to be used to collect information that serves any agenda that is detrimental to children's rights or that is of a nature that clashes with the purely humanitarian goals we seek to achieve.
- 12) We refuse to act for the purposes of the foreign policy of donor Governments.
- 13) We accept unconditional financial or in-kind donations from any individuals, organizations, or local or international government institutions.
- 14) We accept the volunteering of individuals provided that the work is based on the objectives of the organization and in accordance with its rules of procedure and does not conflict with this Code.
- 15) We are committed to respecting and avoiding collision with the local religion, customs and traditions of communities.
- 16) Involving children of both sexes in the discussion and implementation of the various activities carried out by the organization. Their views are taken into account on all issues relevant to their rights.
- 17) Seeking to create partnerships and positive networking with various parties related to our work from inside and outside Yemen to achieve our goals, develop our human and material capabilities and improve our performance.
- 18) Working with youth initiatives and emerging local NGOs and contributing to strengthening and building their capacities by giving them priority in partnership and participating in the implementation of the organization projects and activities.
- 19) To refrain from engaging in political, ideological and societal disputes and disagreements.