

Trips and Visits Code of Conduct

Compassion is a Christ-centered, evangelical organization committed to releasing children from poverty in Jesus' name, through partnership with local evangelical churches in developing countries. By participating in Compassion International related activities, I acknowledge that I am perceived as a representative of Compassion, whether as a sponsor/donor/partner or guest, and I therefore agree to conduct myself according to Christian principles in the context of the local culture of the destination country. I agree to uphold the principles communicated by Compassion or church staff regarding specific behaviors which may be considered offensive or inappropriate in the local context. I acknowledge and agree that any behavior which puts the long-term ministry of Compassion at risk may result in immediate dismissal from Compassion related activities at my sole cost and expense.

Expected/Acceptable Behaviors

- I will demonstrate the proper respect and dignity of all children and will demonstrate Jesus's love and care for them, regardless of their or my gender, age, race, religion, social background, culture, special need or disability.
- I will maintain appropriate and reasonable expectations for children based on their age and ability level.
- I will engage in age-appropriate communication with beneficiaries.
- I will submit to the appropriate background or police checks as permissible by law prior to face-to-face contact with beneficiaries.
- I will engage in activities with beneficiaries only in open or visible places and be accompanied by a Compassion church or staff member at all times.
- If I witness child abuse, know a child is in danger, observe any concerning behaviors from fellow travelers, staff, or other representatives, or a child comes to me with a report of abuse, I will take it seriously and report it to the proper staff.
 - I will support any needed investigation into my report of concerning behavior by sharing the information I know.
 - I will keep my knowledge of any investigation into child protection confidential.
- I will contribute to building an environment where children are respected and encouraged to discuss their concerns and rights.
- I will follow Compassion's rules about communication with beneficiaries, including social media interaction.
 - All communication between sponsors and beneficiaries must be coordinated through Compassion.
 - I am not permitted to share my contact information such as email address, phone number, or social media contact information with Compassion beneficiaries or their families.
 - I will not ask for a child or family's personal contact information
 - I may not accept a contact or "friend" request from a beneficiary through any social media or online platform.
- I will follow Compassion's dignity standards regarding taking photographs of children, family, and student centers.
 - Ask permission to photograph or film a child.
 - Only photograph people who are dressed appropriately [no nudity or excessive exposure, no visible underwear, etc.]
 - Do not photograph children who are visibly ill, excessively dirty due to neglect, or appear uncomfortable or embarrassed to be photographed
- I will be careful about my appearance, language, action, to ensure that my behavior demonstrates a respect for beneficiaries and their families, their culture and their rights and follow recommendations provided.

Unacceptable Behaviors

- I will not solicit a romantic/dating relationship and will never engage in sexual/sexually suggestive behavior with any beneficiary, regardless of age.
- I will never engage in sexual/sexually suggestive behavior with any child under age 18, regardless of the legal age of consent in-country.
- I will never use language that is verbally/emotionally abusive, sexually suggestive, degrading, humiliating, shaming or is otherwise culturally inappropriate with a beneficiary.
- I will not touch beneficiaries in an inappropriate or culturally insensitive way.
- I will never use any kind of physical discipline or physical punishment as a method of correction for beneficiaries.
- I will never travel alone with a beneficiary, without a Compassion representative.
- I will not hire any child in any harmful form of child labor and follow local laws regarding child employment.
- I will never visit a beneficiary, their caregiver[s] and/or church outside the bounds of acceptable program or trips and visits standards.
 - I may only go to a beneficiary's home if invited and accompanied by a Compassion staff member.
 - I may not stay overnight with children, whether in a staff member's home or elsewhere.
 - I may not ask or accept accommodations at a student center or with the family of a beneficiary.
 - I may not take a child into a hotel room.
- I will not keep or share private and personal information about beneficiaries or their families without their permission. If I want to share

private or personal information about a child or their family, such as health status or history of abuse, I will follow Compassion's Dignity and Sensitive Messaging standards.

- I will not share information with others (either in person or online) that might allow a beneficiary or their family to be physically located (such as a map to their home, an address or a geo-tag on photograph).
- I will not condone or participate in illegal, unsafe or abusive behavior of any child, including exploitation, trafficking, harmful traditional practices, and spiritual or ritualistic abuse.

General Acknowledgement and Statement of Commitment

I acknowledge that:

- I have received a copy of Compassion International's Code of Conduct on Child Protection.
- I recognize that the Code of Conduct outlines Compassion International's expectations of me in my service, participation, and/or association with Compassion International.
- I have read and fully understand the content of the Code of Conduct.
- I am aware that if I violate the Code of Conduct then I may be subject to organizational disciplinary measures including termination of sponsorship, and any other associations I have with Compassion International.
- I understand that any violation by me may subject me to civil and/or criminal proceedings according to applicable local laws, as well as US laws applicable to citizens travelling abroad.

I, _____, do hereby commit myself to fully abide by all elements of Compassion International's Code of Conduct on Child Protection as they relate to my service, employment, participation, and/or association with Compassion International, its employees, beneficiaries, associates, and partners