

CODE OF ETHICS FOR THE PROTECTION OF CHILDREN

INTRODUCTION

The objects which sums up his mission, as it has committed to "free help sick, abandoned, orphaned, in need of treatment children, in order to offer them medical and socio-cultural care" the Pediatric Foundation of Kimbondo sets as its objective the medical and social development of the human person.

The founding principles that sustain it are articulated in the ability to offer a public service that is to be a universal protector for vulnerable children.

In this context, this Code of Ethics is the basis of all conduct for all staff members of FPK or other collaborators, with the formulation of ethical values to be observed for a better child protection. Is aimed at the ethical discipline of acts and interactions of people involved in the activities of the FPK: the goal is to bring all the persons involved to develop a harmonious relationship with each other and with the children hosted at FPK.

This Code of Ethics applies to all paid staff, volunteers, interns, operators involved in the activities of the FPK.

In adopting this Code of Ethics FPK, in accordance with its founding principles, is committed to creating and maintaining a loving and protective environment that reflects its values and that act in a preventive and dismissively way to any form of violence or physical or psychological abuse, sexual abuse, neglect and exploitation for commercial purposes, or any other act that may endanger the life of a child. The assistance must be given to the child regardless of gender, religion, ethnic origin, socio-economic status, eliminating any other discriminatory factor. The Code puts special emphasis on the vulnerability of disabled children.

This Code of Ethics refers to the provisions of Law N.09 / 001 of 10/01/2009 on the protection of the child.

The enunciated policy after the adoption of this Code of Ethics is also aligned with the institutional documents of FPK:

- Multi-annual plan
- Action Plan
- And others adopted by the Board of Directors

VALUES AND PRINCIPLES

Here are the values and the basic principles that inspired the Code of Ethics.

Social commitment: to work for the well-being of children by giving them safety with caring, competent and ethical assistance to defend human dignity, building relations of solidarity between people and respect for cultural diversity.

Fairness: to promote social justice, strengthen the ability of people and children in the exercise of their duties, rights and freedoms.

Respect: to recognize and defend the richness of human diversity, guarantee social cohesion, promoting a participatory culture.

Non-discrimination: recognize and defend the rights of children, regardless ethnic or social origin, sex, religion, language, opinion, skills or other abilities (disability), or any other circumstances inside children or their family.

Transparency: build work based on honesty, responsibility, professional conscience and the value of human relations and mutual respect.

Build a culture of positive treatment: interact with children in ways that promote their dignity, promote their full development and well-being in a safe and protective environment, taking into account the characteristics of children with disabilities.

The treatment must be reflected with gratitude and respect, empathy, affective communication, interaction at same level, negotiation and capacity of resolution of internal conflicts for the purpose of the full development of children. The positive treatment of children is the responsibility of all members of the organization and every person involved in the activities of the FPK.

Protect children from all forms of abuse and violence:

- Physical (bodily harm);
- Emotional or psychological (demean, humiliate, intimidate, harass, ridicule, act with malice);
- Abandonment or neglect (lack of attention, surveillance, failure to address the basic needs of the child such as food, housing and conditions of a life in complete safety);
- Sexual abuse (inciting a child to participate in sexual activities) by adults in which children have trust and with whom they have a relationship of dependency;
- Deliberate use or threatened use of physical force or power against a child, causing or risking strongly to cause trauma, death, physical harm, a developmental disorder;

RULES OF CONDUCT

The rules of conduct for all persons involved in the FPK activities are summed up in the observation and the constant and strict implementation of the fundamental principles mentioned above.

These rules of conduct are additional to the provisions of Law N.09 / 001 of 10/01/2009 for the protection of the child and to which the Code of Ethics refers.

Persons to whom the Code of Ethics applies are obliged to inform the Director of Personnel of each inappropriate behavior of which they are aware or witnesses.

There are strictly linked to the duty of confidentiality for any conduct within the FPK.

Attached

Act of commitment to do sign up to every member of the FPK staff, to all employees and operators involved in the activities of the FPK.