



## NBZ Code of Conduct for Staff & Volunteers

Please note that this is not a Facility, it is not an orphanage, it is not a shelter. We choose to raise our children in an ordinary **Loving Home for Babies & Toddlers** & you are expected to treat each child with the respect, unconditional Love & responsive Care they deserve. It's not always easy for the children to have strange people around them, so we ask you to be understanding and patient with them when they prefer not to interact with you. Give them the Time & Space until they are familiar with you. Remember Personal Space...

### The following values come from the United Nations Convention on the Rights of the Child:

1. The **Best Interests** of the child is of Paramount Importance & must thus be put first.
2. **Respect:** Amongst adults and children respect is encouraged of one's self, of others and of property and places that have been made open for children to use.
3. **Equality and non-discrimination:** these apply to all children across race, class, gender, language and ability but for equity, children with special needs must have support.
4. **Privacy:** the right to privacy and confidentiality applies to children and adults.
5. **Protection and Safety:** Ensure and be vigilant about safety and security of children (This includes swimming, leaving the site, unsafe activities, transport, substance abuse, threatening or interfering behavior of adults and children)
6. **Uphold Children's Rights Participation** where children meaningfully contribute towards and negotiate decisions being made about their lives.
7. **Fun and relaxation:** Children or young people have the right to relaxation and having fun.
8. **Responsibility:** Adults involved in the program are expected to be responsible but children are also invited and encouraged to begin sharing responsibilities and commitment to other people and the program.

### Actions that are not allowed:

1. **Corporal Punishment:** No child may be physically punished or verbally abused or frightened with angry shouting or threats or put down, degraded, insulted in any way. Conflicts, incidents must be resolved non-violently.
2. **Sexual and romantic relations between adults and children and volunteers** (even if considered consensual) will not be tolerated and will be criminally pursued.
3. **No smoking in the house.**
4. **No alcohol consumption or taking of drugs/substances** while on the premises or on duty, including when responsible for children. No supplying of the above to children either!

### Actions to Uphold:

1. Duties of Staff & Volunteers will be expected to be upheld.
2. It is expected that Staff & Volunteers will apply an energetic and enthusiastic spirit with our program as a whole and that they know in advance it will be a demanding activity which they voluntarily are prepared to be whole heartedly involved in.
3. Support, respect and co-operate with team members, staff & other volunteers
4. Be protective and preserving of all resources and equipment made available to the organization for the program activities.

### Agreement:

*I agree to uphold, promote & practice the values of this Code and to fulfill all duties expected of me at ALL times:*

Name:

Signature:

Date: