

I have read and understood the [New Zealand Red Cross Child Protection Policy](#). I acknowledge that this Policy applies to me in my role with New Zealand Red Cross and I agree to be bound by this Policy at all times.

General Acknowledgement:

I agree with, and understand that, the specific obligations stated below apply:

- while I am working for New Zealand Red Cross or engaged in activities funded by Red Cross
- when I am publicly displaying a connection to New Zealand Red Cross (for example, wearing an item of branded clothing)
- in situations where I am recognised as a representative of New Zealand Red Cross.

Specific obligations:

I agree that, while working with or engaged in activities for New Zealand Red Cross

I will:

- act in accordance with [New Zealand Red Cross Child Protection Policy](#) and the Child Protection Framework at all times
- treat children with respect regardless of race, colour, sex, gender, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status
- consider and respect the diverse backgrounds and needs of children
- ensure that another adult is present (where practically possible) when working in the proximity of children
- not invite unaccompanied children into my home, unless they are at immediate risk of injury or in physical danger
- demonstrate appropriate personal and professional boundaries
- use any computers, mobile phones, video and digital cameras or social media appropriately – in accordance with the [New Zealand Red Cross Child Protection Policy](#)
- never use technology or social media to exploit or harass children or to access child exploitation material through any medium
- not use physical or emotional punishment on children
- comply with all relevant local legislation, including labour laws in relation to child labour
- immediately report concerns or allegations of child abuse and exploitation or breaches of this Statement of Commitment in accordance with the [New Zealand Red Cross Child Protection Policy](#) and any relevant legislative reporting requirements
- immediately disclose all charges, convictions and outcomes of an offence against me, that relate to violent offence and child exploitation or abuse to my People Leader at New Zealand Red Cross

I will not:

- use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate
- engage in any unlawful activity with or in relation to a child
- engage in any activity that is likely to physically, sexually or emotionally harm a child
- be alone unnecessarily with a child or engage in unnecessary physical contact

I will not (cont.):

- arrange personal contact, including online, with children I am working for a purpose unrelated to New Zealand Red Cross work
- ignore or disregard any suspected or disclosed child harm or abuse
- access children's records for non-work-related purposes or use children's data or images in any way that may compromise their rights safety or wellbeing

Filming and photographing children and use of children's images for work related purposes

I further agree that, while working with New Zealand Red Cross, or while engaged in New Zealand Red Cross activities, and when photographing or filming a child or using children's images for work-related purposes,

I must:

- before photographing or filming a child, assess and comply with local traditions or restrictions for reproducing personal images
- before photographing or filming a child, obtain informed consent from the child and a parent or guardian of the child
- use the New Zealand Red Cross Photography Consent Form, together with a verbal briefing about where and how the photograph or film will be used
- ensure photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner
- ensure children are adequately clothed taking into consideration the climatic, religious and cultural dress norms of the community and are not in poses that could be perceived to be sexually suggestive
- ensure images are honest representations of the context and the facts
- ensure the file labels, meta data or text descriptions do not reveal identifying information about a child when sending images electronically or publishing images in any form.

Acknowledgements

I understand that I am personally responsible for my own actions and will avoid actions or behaviours that could be construed as child exploitation or child abuse.

I understand that I have a responsibility to report any concerns I have about the wellbeing or safety of a child in accordance with the [New Zealand Red Cross Child Protection Policy](#).

I understand that any breach of the [New Zealand Red Cross Child Protection Policy](#), or any breach of this New Zealand Red Cross Child Protection Statement of Commitment may lead to disciplinary action up to and including dismissal, termination of services, termination of New Zealand Red Cross membership, possible legal action, and/or a criminal investigation and prosecution.