



International Christian Fellowship Wageningen

ICF Code of Conduct

ICF Wageningen wants to be a SAFE home away from home. This code of conduct is intended for all staff and volunteers within ICF Wageningen. We believe that this code of conduct is important for the safety of everyone, especially our children, young people and vulnerable adults. We are jointly responsible for a safe community. That is why we agree on this code of conduct together.

Purpose

This code is to protect children, young people and vulnerable adults from abuse and inappropriate behaviour from adults or people in leadership. It will also help staff and volunteers to understand and maintain proper behaviour. This code of conduct has been drawn up to protect all members of the church.

The code is also intended to reduce the chance of abuse and provide possible victims a way to voice their concerns.

Conduct

We will commit to the following code of conduct.

Behaviour:

- We are kind to and treat each other with **respect** regardless of ability, ethnic origin, and cultural background.
- Our **language** is respectful. We do not ask inappropriate questions or make unwanted (sexually suggestive) comments. We do not gossip or make damaging jokes or comments. This is also reflected in our behaviour on social media. This is also reflected in our behaviour on ICF social media.
- We do not engage in **bullying or misuse of authority** of any kind and report any such behaviour if we become aware of it.
- We do not enter the **comfort zone** of others. We may not touch, hug or embrace others in such a way that this could be experienced as unwanted. We keep in mind that our perception of what is wanted/unwanted may be different from others.
- We refrain from any form of **sexual approach** and abuse in any form, especially towards children, teens and young adults.
- We refrain from a **love relationship** in any form with a minor (- 18 years)..
- Make sure that there are **always 2 people** with you when talking, praying, or even when taking a child to the toilet (or leave doors open). Preferably a male/female combination. We make sure that when you are in a room with a child (together with someone else),

one of the other team members knows about this. Preferably keep the door open in a closed space.

- **We follow the instructions** and directions of the activity leader.
- We do not have any substances or materials **in our possession** that may pose harm to any member of the group, the group leaders or the property.
- Respect all church **property** and the property of others.

Reporting

- We are committed to working together towards a **culture of openness and transparency**.
- We **report** any behaviour that makes us feel uncomfortable to the person in charge, church council or ICF confidential counsellor.
- When a child or adult tells you something in **confidence**, you should keep it to yourself and not share it with third parties.
- If someone tells you something in confidence, but you think it is important for the person that this is shared, you must report it to the person in charge, church council or ICF confidential counsellor. Let the person know you will do this for their good.
- Undesirable behaviour must be reported to the person in charge, church council or ICF confidential counsellor, who are obliged to report this to the police.