

Oasis International Schools

CHILD SAFETY AND PROTECTION CODE OF CONDUCT

Oasis International Schools takes its responsibility to protect and nurture children seriously, creating a safe and positive environment in which to grow. The protection of children is the responsibility of every adult within Oasis. We expect staff to conduct themselves with utmost integrity and professionalism at all times. Working together we can create a safe, positive and nurturing environment for children, protecting and safeguarding them to the highest standards possible. Supportive nurture is always to be guided by God's standards of morality, ethics, and prudence.

Oasis expects proper moral and ethical conduct toward all children who are in the care of Oasis whether on Oasis property, at an Oasis school, under the care of Oasis staff, or attending an Oasis function. This expectation applies to all staff (expatriate and national), volunteers (regardless of their length of service), employees, associates seconded to Oasis and partner organization staff working with Oasis. Adult staff and volunteers assume the full burden of setting and maintaining clear, appropriate boundaries in all interaction with children.

As an organization Oasis is committed to:

- Valuing children¹ and ensuring their safety in all locations and facilities where we are responsible to care for them.
- Encouraging and supporting parents.
- Ensuring that all staff involved with children are given support and training in child safety and protection.
- Complying with all legal reporting requirements.

Code of Conduct for Staff and Volunteers

1. Visibility

Risk decreases as visibility increases. *I will plan my work and interaction with children in a way that increases visibility by others as much as possible.*

2. Overcoming Isolation

Risk decreases as isolation decreases. *I will reduce isolation in my interactions with children as much as possible by keeping others informed of or observant of these interactions.*

¹ The common legal definition of a *child* is anyone under the age of 18. Oasis considers any student enrolled at an Oasis school to also be included in this definition and fall under the protection of these policies, even those who may be 18 or older.

3. Accountability

Risk decreases as accountability increases. I will interact with children in a mature, capable, safe, caring, and responsible manner with a high level of accountability. I will give and accept feedback from others in order to maintain a high level of professionalism and integrity in interactions with children.

4. Supervision

Risk decreases as supervision increases. I will welcome supervision and observation of my interactions with children at any time and place.

5. Parent Involvement

Risk decreases as parental involvement increases. Because parents are ultimately responsible for the care of their children, I will welcome parental involvement at appropriate times and settings.

6. Discipline

Proper discipline reduces risk. I agree that discipline is best viewed as instructive and corrective and will exercise discipline with my students in a way that is reasonable and healthy.

7. Touch

Healthy, caring touch is valuable to children, but unhealthy touch is abusive. I agree that healthy touch should be open, age-appropriate, responsive to the need of the child, and respectful of the child's wishes. I also agree that any touch that could be perceived as sexual in nature is inappropriate and will not be engaged in.

8. Verbal Interaction

Words can be used to support and encourage a child, but words used in a wrong way can be destructive. I will use my words to encourage and edify children, and not to demean or damage them in any way.

9. Child-to-Child Behavior

Positive child-to-child interaction is essential for healthy development. I will, along with members of my team, monitor child-to-child interactions for inappropriate or abusive behavior or neglect.

10. Responsibility

Acceptance of reporting responsibility decreases risk. I understand and agree that I am responsible to report (as soon as possible and within 24 hours) to my supervisor/director any actual or reasonably suspected abuse or neglect of any child by anyone regardless of where it may have occurred. I will not attempt to handle the situation privately or enter into any private agreement with the offending or accused individual or reporting person.