

ASIAN HOPE MISSIONARY OUTREACH OF THE PHILIPPINES, INC
Rehoboth Children's Home
Child Protection Policy Behavior Protocols

In upholding the dignity of every human being and in ensuring full respect for human dignity, AHMOPI is committed to serve and protect the interest of every Filipino child. As a child caring agency, AHMOPI has in place a Child Protection Policy that seeks to reduce the risk of children getting abused.

Even while the legislative foundations for upholding child rights are well in place, the laws are not enforced as they should. Abuse against children continues to rise everyday. The most common form of abuse committed against girls in all regions nationwide is sexual abuse followed by neglect, abandonment and exploitative child labor. Child abuse involves actions towards children as well as failure to take actions needed for appropriate care giving. All forms of abuse and exploitation degrade and demean the intrinsic self-worth and dignity of the child. Child abuse crosses all racial, cultural, social, and economic barriers. All children are vulnerable. All children are potential victims.

Each of us has a role to play in making our organization and its domain to influence a safe and caring place for children. In keeping with this, AHMOPI implements Behavior Protocols to guide interactions with children.

Let us work together to make the ministry a haven for children. We request your help and diligence to make this reality.

As I travel to AHMOPI and /or interact with children, I am aware that:

1. I shall not travel to AHMOPI projects without prior written approval of AHMOPI and unless accompanied and or/ recommended by an authorized AHMOPI member.
2. I shall observe appropriate and culturally sensitive interactions with children.
3. I shall be conscious about the perception and actual nature of my interaction and relationships with all children in the home.
4. When uncertain about the boundaries of appropriate or inappropriate behavior, I shall seek guidance, without hesitation, from accompanying AHMOPI staff.
5. I shall not engage in inappropriate physical conduct with children such as unwanted touching, hugging, kissing, any culturally unacceptable gesture or act which can be potentially abusive.
6. I shall not spank, hit or physically assault children.
7. I shall not share personal contact details [home, work or hotel address] with any child.
8. I shall not stay alone with any child or minor, whether in the child's house or any secluded place.

9. I shall not photograph, video or collect stories of children without prior permission of AHMOPI social worker. [AHMOPI has a standard approval form]
10. I shall only photograph children in a decent manner and when they are appropriately dressed.
11. I shall not engage in pornography, sexual advances, unwanted invitations, or use power and authority to incite a child to commit sexual acts.
12. I shall not utter derogatory language or \act in ways intended to shame, humiliate, belittle or degrade children, or other wise perpetrate any form of emotional abuse.
13. I shall not discriminate against, show differential treatment, or favor particular child/ren to the exclusion of others.
14. I shall not offer cigarettes, alcohol or illegal drugs or condone abusive behaviors.
15. I shall only provide gifts that are approved by AHMOPI staff. I shall not provide cash gifts directly to children. However, I do understand that cash gifts can be channeled through the AHMOPI office.
16. I shall respect children's dignity and right to privacy at all times.

I agree to comply with the AHMOPI Protection Policy Behavior Protocols. I understand that under the Policy, I can be held liable for any damage to the dignity of a child/ren, community and Organization.

Printed Name & Signature

Date

Witness:

Printed Name & Signature

Date

STATEMENT OF VOLUNTEER SERVICE

I, _____, a resident
of _____

Acknowledge and affirm that I am performing volunteer services for Asian Hope Missionary Outreach of the Philippines, Inc., Rehoboth Children's Home from _____ to _____. I recognize that my relationship with AHMOPI is strictly on the basis of my decision to volunteer my services. AHMOPI has conveyed to me that it recognizes my performance of services strictly on the basis of volunteer status and not employment status. I further acknowledge and affirm that the services which I am performing are for the primary purpose of promoting that Christian humanitarian and development goals and objectives of AHMOPI and shall perform without any form of compensation to me, except that in the event of my volunteer services, **AHMOPI will provide to me transportation housing and meal allowances.**

I understand that as a volunteer I am not entitled to, and will not receive, use or take advantage of, any benefits which AHMOPI provides to its employees, including fringe benefits, nor do I have any expectation of receipt of such benefits exchange for the performance of my volunteer services to AHMOPI.

In consideration for the opportunity provided to me to serve as a volunteer, I agree that AHMOPI shall not be or become liable for any loss, damage or injury occurring to me during the course of my performance of volunteer services for AHMOPI and that I will hold AHMOPI harmless against my claims, actions, losses, liabilities and damages in connection with my performance of volunteer services for AHMOPI, except to the extent directly caused by the negligence of AHMOPI.

I understand, and affirm, that either AHMOPI or I may terminate my performance of volunteer services for AHMOPI at any time for any reason.

By: _____

AHMOPI Witness _____

Date _____

Date _____

STATEMENT OF RESPONSIBILITY
FOR THE PROTECTION OF CHILDREN

As one participating with Asian Hope Missionary Outreach of the Philippines, Inc., I hereby agree with the statement in this document regarding the protection of children. I place myself under the authority of God and the Asian Hope Missionary Outreach to be responsible for my behavior as it relates to children. I accept the role of AHMOPI to set standards and call me into accountability where needed.

I affirm the following:

Children are precious gift form God, and those with whom AHMOPI is entrusted to work are no exception. The welfare of these children is a trust to AHMOPI. In my role, I will respect this trust.

I will do all in my role with the AHMOPI and as a Christian to interact with children in ways that are honoring and respectful. These qualities will be reflected in my actions and words.

I will live out this respect for children in my life outside of my role with the AHMOPI so that in my community, church, family and friendships I exemplify a life that treats children with respect.

I state that I have carefully read this entire statement.

Signature

Date

Printed Name

KIDNAPPING AND HOSTAGE TAKING POLICY AGREEMENT

Asian Hope Missionary Outreach of the Philippines, Inc. recognizes the difficult decisions involved when hostages are taken; however, we believe that governments, organizations and individuals have common interest in not giving in to terrorist demands. We strongly believe that concessions, whenever they are made, only encourage further incidents and places additional people at risk. AHMOPI desires to enhance the safety and well being of all personnel and discourage kidnappings and other hostage taking.

Policy Statement:

In the event of kidnap or hostage situation, AHMOPI will use every legitimate means to secure the release of any employee, Board Member, Volunteer being held hostage, and will cooperate with appropriate governmental agencies to ensure that all perpetrators of these acts are brought to justice. AHMOPI will have a qualified representative, where such representation is possible and advisable to enter into dialogue with captors of any AHMOPI personnel in order to discuss fully any issue of pertinent concern related to the situation.

In the event of kidnapping or hostage taking, in addition to marshalling AHMOPI prayer efforts for the safe release of the victim, AHMOPI will:

- Coordinate negotiations on behalf of the Employee, Board Member or Volunteer between AHMOPI, the civil authorities and kidnappers.
- Move victim's immediate family to secure location including return to their home province if deemed necessary.
- Notify the victim's family in their home province or Country.
- Co-operate with appropriate government officials as appropriate.
- Provide every possible support to the family, including information regarding situation.
- Provide every possible support to employees in the affected location.
- Provide debriefing and arrange professional counseling for the victim after release as appropriate.

All AHMOPI Employees, Board Members or Volunteers, regardless of geographical location, who are or potentially will be in areas of the world where this is a risk must sign the document which affirms they have read and understood this policy.

I have read the above policy on kidnapping and hostage taking and understand that in the event that if I am held hostage or am a victim of kidnapping, AHMOPI will follow this policy.

Signature _____

Date _____

Printed Name _____