



cabaret haiti mission 2020

CHILD PROTECTION POLICY

Cabaret Haiti Mission firmly believes that all children are equally precious to the Lord and that the protection of children is everyone's responsibility. We know that Jesus has a special place in his heart for children; we are told to emulate their faith and we are warned against hindering them in any way.

In all activities of CHM, we prioritize the welfare and safety of children. The protection of children supersedes all other organizational or personal considerations.



GLOSSARY OF TERMS

The following definitions apply to terms used throughout this document. CHM's Child Protection Policy's glossary borrows from the World Health Organization, Haven Partnership, and the United Nations Convention on the Rights of the Child.

Child - a human being below the age of eighteen years.

Partner - an organization, through its personnel and collaborators, executing a project or undertaking any other work in the name of, under contract with, or for the benefit of CHM.

Sexual exploitation - any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, threatening or profiting monetarily, socially or politically from the sexual exploitation of another.

Sexual abuse - the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Sexual exploitation and abuse also include sexual relations with a child, in any context.

Neglect - the failure to carry out some key aspect of the care and protection of the child, which results in significant impairment of the child's health or development, including a failure to thrive emotionally and socially.

Physical abuse - The actual or likely physical injury to a child, or failure to prevent physical injury or suffering to a child.

Psychological/Emotional Abuse - The actual or likely adverse effect on the emotional and behavioral development of a child, caused by persistent or severe emotional ill-treatment or rejection.

PURPOSE

This policy outlines CHM's firm commitment to protect all children in our Children's Home, schools, churches, and associated programs from sexual abuse, neglect, violence, and sexual exploitation or child abuse of any form. This policy also seeks to protect the children of visitors and all volunteers or team members under the age of 18.

It applies to all activities authorized by, or under the control, of CHM where children are involved directly or indirectly, including those activities undertaken at the CHM campus, schools or churches, or away from the premises and includes all Board members, staff, in the US or Haiti and all volunteers, both Haitian and international, engaged by CHM.



BELIEFS

1. We believe all children are *equally* valuable to God and worthy of respect, love, and protection and that no abuse or exploitation of or violence against a child is *ever* justifiable.
2. We recognize and understand that children in extreme poverty and those living with loss and trauma are especially vulnerable to abuse and exploitation.
3. All adults, including all of CHM's Haitian staff, all sponsors, missionaries, and visiting team members have a primary obligation to protect children.
4. We believe local government authorities have a role to play in the protection of children from maltreatment, and to respond if children are harmed. CHM promotes and cooperates with local legal systems and local authorities as the most appropriate legal outlets for redress of criminal cases of child abuse, exploitation and neglect and expects its staff, volunteers, and sponsors to do the same.



CHILD PROTECTION PROCEDURES

We enact our beliefs through the following procedures:

- Recurring training for Haitian caregivers, staff members, and volunteers in child protection and abuse prevention, safe practices, and appropriate response
- Training and accountability through our staff "Code of Conduct" regarding children
- Training for all US staff on child protection
- Accountability through our team/volunteer "Code of Conduct"
 - All volunteers will be issued a copy of Child Protection Policy and Procedures and code of conduct and will receive orientation in:
 - The content and application of CHM's Child Protection Policy & Procedures and other relevant child safety resources.
 - Reporting procedures and the associated legal requirements
- Accountability through our sponsor communication guidelines
- A clear, safe, and consistent procedure for reporting concerns or allegations
- Age-appropriate knowledge, training, and procedure for all children in our care
- Background checks for all U.S.- based volunteers, sponsors, and supporters who travel to visit sponsored children in-country, serve CHM, or stay at the CHM campus. **Where CHM has identified that an applicant has previously committed a violent or sexually related offense they cannot, under any circumstances, be considered for volunteer ministries or contact with CHM children.**
- Regular screening of child sponsors against publicly available sex offender registry data. **We will immediately terminate the child sponsorship of any individual found on a sex offender registry.**

VOLUNTEER/TEAM CODE OF CONDUCT

PRIVACY AND ETHICS

- Team members will avoid being alone with an individual child for any length of time. They will not enter the children's rooms at the children's home or bring children into the team rooms or bathrooms.
- Adults and children are expected to respect each other's privacy during activities that require undressing, dressing, or changing clothes. Leaders and helpers will set an example by protecting their own privacy in similar situations. No leader or helper will be in a room with a child while either is changing.
- CHM volunteers will never solicit a romantic/dating relationship with a beneficiary or engage in sexual or sexually suggestive behavior with a beneficiary, regardless of age.
- Volunteers will not engage in sexually suggestive behavior or sexual behavior with any child. This includes using sexually suggestive language, showing children sexual or sexually suggestive pictures or videos, telling suggestive jokes, or asking children sexually suggestive questions.

DISCIPLINING CHILDREN

- It is not the responsibility of volunteers to discipline a child. If a child does not abide by the rules set down by the leader, or is an obstruction to the care of other children, or may cause harm to other children, ask for the appropriate missionary or Haitian staff member to intervene. At no time will a volunteer administer any form of physical, emotional, or mental discipline.

COMMUNICATION

- Volunteers will not visit community children in their homes unless a parent or guardian is present and without permission of or accompaniment by an appropriate team leader.
- Team members should not give CHM children or community children their phone numbers, add them on social media, or seek to communicate with a child outside of CHM's correspondence process. *Please do not attempt to contact your sponsored child via social media, even if you see they have an account.*
- If you are contacted by the child or youth you sponsor outside of our correspondence process (e.g., by phone, email, Facebook, Twitter, Whatsapp etc.), please don't respond, even to say, "I'm sorry but I can't talk with you in this manner." And please let us know about the contact by contacting Kenzie at info@cabarethaitimission.org

ALCOHOL AND DRUGS

- The consumption of alcohol or illegal drugs at the location or during an activity is not to be allowed or condoned by any volunteer.

REPORTING PROCEDURES

Any allegations arising in relation to Child Protection should be referred immediately to the missionaries (Mike and Bonnie). Documented reporting and escalation procedures are outlined in the Complaints Policy & Procedures.

- Where an allegation is made involving a leader or volunteer, the accused volunteer will be *immediately* removed from all children's ministry pending the outcome of all investigations.
- If there are reasonable grounds to suspect a child has been or is currently at risk of suffering abuse, it must be reported to the appropriate authority as mandated by Haitian law.
 - Reasonable grounds can be assumed when:
 1. A child discloses that he or she has been abused, and/or
 2. Someone close to a child (e.g. sibling, relative, close friend, teacher) discloses on behalf of that child.

- If a disclosure of abuse is made, the person who receives the disclosure will maintain appropriate care to the one making the disclosure. This will include:
 - Treating each allegation seriously and not attempting to deny the allegation or minimize its impact on the alleged victim. The matter should not be swept under the carpet.
 - Not pushing the child to disclose details of the alleged assault or attempting to investigate the allegation.
 - Assuring the child that they are understood: that their disclosure is being taken seriously; that what has happened is not their fault, and that they are correct in disclosing the incident.
 - Not contacting the alleged perpetrator.
 - Maintaining confidentiality.
- Any disclosures of abuse must be documented promptly and as accurately as possible, using words expressed by the child, and this record is to be kept securely so that the child's privacy is not compromised.
- These procedures will be implemented and reviewed on a regular basis to ensure that best practice is achieved.



STAFF CODE OF CONDUCT

Since Cabaret Haiti Mission firmly believes that all children are equally precious to the Lord and that the protection of children is everyone's responsibility, we require all Haitian staff to abide by the following code of conduct, regardless of cultural differences or traditional practices. We believe that all children everywhere are equally entitled to love, protection, and opportunity.

PRIVACY AND ETHICS

- Haitian staff will never solicit a romantic/dating relationship with a child, children's home resident regardless of age, or student in a CHM school regardless of age, or engage in sexual or sexually suggestive behavior of any kind with such persons.
- Haitian staff will not engage in sexually suggestive behavior or sexual behavior with any child, student, or children's home resident. This includes using sexually suggestive language, showing sexual or sexually suggestive pictures or videos, telling suggestive jokes, or asking sexually suggestive questions.

DISCIPLINING CHILDREN

- Staff members may only use approved forms of discipline when correcting children, such as verbal warnings and correction, time outs, or loss of privileges.
- Staff members will not swear at, belittle, or use abusive language toward CHM children, residents, or students.
- Staff members may never correct children with corporal punishment or acts intended to humiliate or degrade.

ALCOHOL AND DRUGS

- The consumption of alcohol or illegal drugs at work or while caring for CHM children is not to be allowed or condoned by any staff member.

REPORTING PROCEDURES

- Any allegations arising in relation to Child Protection should be referred immediately to the general director, Marie Joe Geoboham and the CHM social worker.
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- Where an allegation is made involving a staff member, the accused will be *immediately* removed from all child-related work pending the outcome of all investigations.
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- If there are reasonable grounds to suspect a child has been or is currently at risk of suffering abuse, it must be reported to the appropriate authority as mandated by Haitian law.
 - Reasonable grounds can be assumed when:
 - 1. A child discloses that he or she has been abused, and/or
 - 2. Someone close to a child (e.g. sibling, relative, close friend, teacher) discloses on behalf of that child.
- If a disclosure of abuse is made, the person who receives the disclosure will maintain appropriate care to the one making the disclosure. This will include:
 - Treating each allegation seriously and not attempting to deny the allegation or minimise its impact on the alleged victim. The matter should not be swept under the carpet.
 - Not pushing the child to disclose details of the alleged assault or attempting to investigate the allegation.
 - Assuring the child that they are understood: that their disclosure is being taken seriously; that what has happened is not their fault, and that they are correct in disclosing the incident.
 - Not contacting the alleged perpetrator.
 - Maintaining confidentiality.
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- Any disclosures of abuse must be documented promptly and as accurately as possible, using words expressed by the child, and this record is to be kept securely so that the child's privacy is not compromised.
- These procedures will be implemented and reviewed on a regular basis to ensure that best practice is achieved.

SPONSOR COMMUNICATION GUIDELINES

At Cabaret Haiti Mission we are thankful for our sponsors and the relationships they have with the CHM children. In order to facilitate healthy sponsor to child relationships and ensure that both the child and sponsor are protected, we require our sponsors to abide by the following requirements.

- Sponsors will only communicate with their sponsored child through approved channels.
- Sponsors will not attempt to contact their sponsored child via phone, email, or social media nor will respond to contact from their child via these or other methods.
- Sponsors will not speak disparagingly about the child's country, family, school, caretakers, or any other aspect of the child's life. Sponsors will not seek to circumvent the child's caretakers and the rules set forth for the child.
- Sponsors will not promise the child anything, not limited to but including, the promise to adopt them, provide them with gifts, perform services on their behalf, or on behalf of their family.
- Sponsors will not attempt to convert a child away from the religious beliefs of CHM.
- Sponsors will encourage the child in his/her God-given potential and will affirm the child's value to God.
- Sponsors will encourage respect for Haiti, CHM, and the other children in the children's home.

CHM/CHILD RESIDENT CODE OF CONDUCT

Because Cabaret Haiti Mission recognizes that children in orphan care situations are particularly vulnerable, we believe it is necessary to include a code of conduct for CHM children that prevents peer abuse and exploitation.

- Children and adult residents of the CHM children's home will never solicit a romantic/dating relationship with another child or resident regardless of age or engage in sexual or sexually suggestive behavior of any kind with such persons.
- Children and adult residents of the CHM children's home will not engage in sexually suggestive language, share sexual or sexually suggestive pictures or videos, tell suggestive jokes, or ask sexually suggestive questions of other residents.
- Boys may not enter girls bathrooms or bedrooms and girls may not enter bathrooms or bedrooms.
- Children and adult residents are expected to respect each other's privacy during activities that require undressing, dressing, or changing clothes. No boy or girl will be in a room with a child of the opposite gender while either is changing.
- It is not the responsibility of children to discipline their peers. If a child does not abide by the rules of the home, or is an obstruction to the care of other children, or may cause harm to other children, children must ask the appropriate Haitian staff member to intervene. At no time will a volunteer administer any form of physical, emotional, or mental discipline.
- Children and adult residents are not to engage in bullying or manipulating of their peers in any way. This includes swearing at, belittling, or using abusive language toward one another.



Jesus said, "Let the little children come to me and do not hinder them, for to such belongs the kingdom of heaven." Matthew 19:14