



## CODE OF CONDUCT

Umoja Sport Foundation is a private organization working in the DRC with the aim of bringing positive change to community members through sport, education, and financial empowerment.

Everyone acting on behalf of Umoja Sport Foundation is required to sign the code of conduct below. This acts as confirmation that:

- you have read the Safeguarding Policy
- you agree to fulfil your duty of care to safeguard children and vulnerable adults to the best of your ability, and
- you agree to abide by the principles and behaviours as outlined in the Safeguarding Statement below

**Disciplinary action will be taken if Safeguarding Statement is breached.**

### **What is Your Duty of Care?**

1. Anyone working with children or vulnerable adults has a legal and moral duty of care to do all they can to protect them from harm. Specifically, this means:
  - A duty to behave in a way that does not place children or vulnerable adults at risk of harm
  - A duty to report all safeguarding concerns about specific children or vulnerable adults to Umoja Sport Foundation and ensure these concerns are addressed.
  - Umoja Sport Foundation forms a family. any behaviour tending to create a climate of conflict, tribal or regional enmity is strictly prohibited.

### **Safeguarding Statement**

By signing this Safeguarding Statement, you confirm that you will abide by all Umoja Sport Foundation's safeguarding expectations.



As a representative of Umoja Sport Foundation, I will:

### **Always**

- Work in a way that respects children's rights and the rights of vulnerable adults, and places their best interests above all other considerations
- Conduct myself with the highest professional standards in line with Umoja Sport Foundation's mission, values and behaviours.
- Act on safeguarding concerns swiftly and pass information to the appropriate safeguarding person so that action can be taken to reduce the risk of harm to children or vulnerable adults
- Treat everyone with equal respect, without discrimination, regardless of their gender, culture, ethnicity, age, religion, sexual orientation, or ability
- Work in a way that makes provision for children or vulnerable adults who require additional support due to their own needs or circumstances in order for them to access the same level of protection or opportunities that others may have
- Respect cultural and religious differences when engaging with children and their families and vulnerable adults, and be sensitive to these in my interactions with them
- Always maintain appropriate professional and personal boundaries whenever I have direct or indirect contact with children or vulnerable adults. This includes online and digital contact
- Ensure that all data I obtain through my role is handled with the highest regard for safety and privacy, including collection, storage and sharing of information where appropriate. All personal data and sensitive children's and vulnerable adult's data will be stored in line with data protection legislation.
- Ensure I have completed all safe recruitment checks that Umoja Sport Foundation requires of me with integrity and honesty.



**Never**

- Share personal details with children or vulnerable adults including online or digital information
- Spend time alone with children or vulnerable adults, where my actions cannot be accounted for
- Initiate physical contact with a child or a vulnerable adult (including hugging, picking them up)
- Engage in any physical abuse of a child or adult at risk (including hitting, slapping, shaking, throwing, pushing or otherwise causing physical harm)
- Engage in any sexual activity (contact or non-contact) with a child or vulnerable adult (including sexual harassment, indecent exposure, exposure to pornographic material, sexual teasing or innuendo, inappropriate touching including penetrative or non-penetrative acts, make remarks tending to incite the child or the vulnerable adult to sexuality or use of adult sex workers)
- Engage in any form of financial or material exploitation (including stealing, fraud, misuse or misappropriation of property, possessions or benefits) behaviour through or during my work with Umoja Sport Foundation
- Perform tasks of a personal nature for a child or vulnerable adult
- Endorse the participation of a child or vulnerable adult in abusive activities (e.g. bullying, neglect, withholding medication, food or shelter, or ignoring medical, physical or emotional needs)
- Emotionally or psychologically abuse a child or vulnerable adult by acting in a way that shames or degrades them (including threatening to hurt or abandon, humiliating, blaming, controlling, overprotecting, isolating, insulting or intimidating)

Name: .....

Your role: .....

Date: ...../...../.....

Please tick to indicate you have read and will adhere to this Statement