



Commitment to Child Protection

CHAI is committed to supporting child protection efforts and promoting awareness and understanding about children's risks. We strive to protect children from exploitation and abuse of all kinds in the delivery of CHAI's mission. CHAI holds as a universal value that all children, in all circumstances, have the right to feel and be safe, and to live free from harm, exploitation, and abuse.

When working with children the following are responsibilities of CHAI employees, volunteers, subrecipient organizations and contractors.

- Strive to protect children from harm, actively evaluating situations to identify possible risks and working to mitigate those risks.
- Use language and behavior that is age-sensitive, culturally appropriate and respectful, and never use language that is condescending, harassing, abusive or sexually provocative.
- Obtain consent from a parent or guardian of a child (as defined by applicable local law) before conducting an interview or taking photographs or recorded images.
- Never possess, access or distribute child pornography or take degrading, sexually suggestive or otherwise inappropriate photographs.
- Never be alone with children, whenever possible.
- Never engage children in any form of sexual activity or acts.

CHAI maintains a zero-tolerance policy toward any behavior that conflicts with these responsibilities and values.

Reporting Concerns of Misconduct

To report possible illegal, unethical, or improper conduct, the following mechanisms are available to CHAI employees, volunteers, partners, subrecipients, contractors, community members, and others. Submit a report on [Integrity Hotline Web Portal found here](#), email chai@integritycounts.ca or call the local country Integrity Hotline phone number. The phone number associated with a country location can be found [here](#). An operator is available in over 200 languages. Additionally, anyone may report to a CHAI

staff member, included but not limited to direct manager, a member of the global Human Resources team, a Safety & Security Point Person or a Focal Point.

CHAI takes all reports seriously and treats all concerns with sensitivity. CHAI does not tolerate any form of harassment, retaliation, victimization, or adverse employment consequence against any employee or other complainant who expresses concerns or lodges a complaint.