



## **Child Protection Policy**

### **Our Commitment**

**“Every child is precious — and every child must be protected.”**

Avoda Foundation is committed to promoting the rights, safety, and potential of every child. We recognize that children are individuals with inherent dignity and rights, who must be fully protected from violence, abuse, exploitation, and neglect in all forms.

This Child Protection Policy provides a clear guideline for staff, volunteers, and all individuals involved in our operations. It reflects our commitment to uphold child rights and ensure a safe, fair, and nurturing environment that supports the holistic development of all children we serve.

### **Core Child Protection Principles**

#### **1) Respect the Rights of All Children Equally**

All children must be treated without discrimination based on gender, race, religion, economic status, or background.

#### **2) Prohibit All Forms of Violence Against Children**

Including physical, emotional, verbal abuse, or neglect — whether intentional or unintentional.

#### **3) Prohibit the Exploitation of Children**

Avoda Foundation will not use children for personal or business gain. This includes child labor, forced begging, or sexual exploitation.

#### **4) Prevent Sexual Abuse and Human Trafficking**

The organization has zero tolerance for any form of sexual abuse or trafficking — direct or indirect.

#### **5) Maintain the Confidentiality of Children’s Personal Information**

Children's information may not be disclosed unless necessary and with proper consent, especially in cases involving violence, family matters, or legal proceedings.

**6) Respect Children's Opinions**

We encourage children to express their thoughts and ensure their voices are considered in decisions and activities that affect their lives.

**7) Support Children's Education and Development**

We will provide age-appropriate, rights-based programs that promote learning, creativity, and life skills.

**8) Report Violations Immediately**

All staff and volunteers must report suspected harm, abuse, or misconduct immediately to a child protection officer or responsible authority. Confidentiality and urgency will be maintained.

**9) Never Be Alone with a Child Without a Third Party Present**

To protect both the child and the adult, appropriate supervision practices must be in place during all child-related activities.

**10) Avoid Inappropriate Physical Contact**

Physical contact with children is only permitted when necessary for safety, care, or protection — and must always be respectful and appropriate.

**11) Do Not Photograph or Publish Children's Images Without Consent**

Prior written consent from a parent or guardian is required. Images must never be used for personal gain or in a way that could harm the child's dignity or safety.

**12) Train All Staff and Volunteers**

Every staff member, teacher, and volunteer must attend annual child protection training. Topics include recognizing abuse, reporting procedures, boundaries, and culturally adapted guidance in Thai and local languages.

## **Safe Environments**

All Avoda facilities must be child-friendly, visible, and regularly monitored by staff and community leaders. No space should enable isolation or hidden behavior.

## **Community Partnership**

We work alongside parents, village chiefs, educators, and local authorities to teach children about their rights and keep them safe through collaborative efforts and community events.

## **Our Motivation**

As a Christian-led foundation, we believe every child is created in the image of God. Our responsibility to protect children is not only legal — it is spiritual.

## **Policy Enforcement & Declaration**

This policy applies to all staff, volunteers, and partners of the Avoda Foundation. Violations of this policy will lead to immediate disciplinary action, including dismissal and legal prosecution if necessary.

**Sriphai Homberg**

Chief Executive Officer

Avoda Foundation, Thailand

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