



Code of Conduct of the Fe y Alegría International Federation

I, [], hereby declare that I have read in its entirety and understand the **International Federation of Fe y Alegría's Organizational Policy on the Protection of Children and Adolescents**. I am aware of acceptable and unacceptable behaviors and conduct, as well as the implications and sanctions for noncompliance with this Code of Conduct and the provisions set forth in each section of said policy.

In the performance of my duties or in any action related to the Fe y Alegría International Federation, both within and outside the institutional setting and in all contexts and spheres, I commit to complying with each of the rules described below.

The following are mandatory:

1. To treat children and adolescents with respect, without distinction based on ethnicity, skin color, gender, language, religion, political or other opinions, nationality, social or ethnic origin, economic status, disability, birth, or any other condition.
2. To comply with all national legislation regarding the protection of children and adolescents, including labor laws related to child labor.
3. Immediately report any concerns or complaints regarding child abuse and exploitation, as well as any failure to comply with the procedures established in this policy.
4. Refrain from using inappropriate language or engaging in inappropriate behavior toward children and adolescents, such as harassment, abuse, sexual innuendo, or derogatory or culturally inappropriate comments.
5. Do not engage persons under 18 years of age in any type of sexual relationship or sexual activity, including payment for sexual acts or services.
6. Whenever possible, ensure that another adult is present when working directly with children and adolescents.
7. Do not invite children and adolescents into my home without their parents or guardians present.
8. Do not sleep in the same bed or near children or adolescents.
9. Do not sleep in the same room as minors, unless it is absolutely necessary. In such a case, you must have authorization from the person in charge of the institution and the presence of another adult.

10. Use computers, cell phones, cameras, and social media responsibly and never to exploit, harass, or harm children and adolescents, nor to share material depicting child sexual abuse or exploitation by any means.
11. Do not inflict any form of physical punishment on children and adolescents.

Failure to comply with the Code of Conduct entails consequences and sanctions in accordance with the Internal Work Regulations of the Fe y Alegría International Federation, as well as the provisions of the mutual collaboration agreements signed with partners."

I understand the responsibility I assume as a staff member of the Fe y Alegría International Federation, and I commit to avoiding any action or behavior that could be interpreted as mistreatment or abuse of children and adolescents, whether or not they are beneficiaries of the Fe y Alegría movement.

Date: _____

ID number: _____ Issued on
_____ Date of Issuance _____

Position: _____

Signature: _____