

Code of Conduct to Prevent Violence

For all volunteers, professionals and officials in working with children and youths in the Evangelical Church of Hessen and Nassau

Evangelical work with children or youths is vivid in the relationships human beings have with each other and with god. In working with children and youths there emerges personal closeness and community determined by the joy of life and full of confidence. This confidence must not be exploited for the harm of children and youths.

The Evangelical Youth of Hessen and Nassau stands decidedly up for the protection of girls and boys against danger of all kind. The youth workers do not tolerate any violence, may it be physical, mental or emotional. They will do anything possible to exclude the grasp of offenders to children and youths.

Clear positioning for child and youth protection, a climate of open and sensitive discussion all around the topic together with transparency and sensitizing help us in an essential way to develop the quality of our youth work. By this children and youths as well as those who work with them are allowed to feel well and safe.

Because of this the General Assembly of the Evangelical Youth in Hessen and Nassau (registered association) passed this Code of Conduct on April 3rd 2011. It is valid for all kinds of church-based work with children and youths on all levels.

1. The personality and the dignity of children and youths is untouchable

We take up position actively against sexist, racist, discriminatory and violent behaviour of all kind. We oblige ourselves to appreciate children and youths, independently from age, sex/gender, their background or their religion, to care for them and to advise them, to respect their boundaries set by themselves.

2. Children and youths need an area of development to find their complete personal expression

We offer a space to children and youths where they can develop self-confidence, the ability of self-determination and their gender identity.

3. Violence and sexualized violence may not be tabooed

We tolerate no kind of violence, name violence frankly as violence and act at the children's and youth's best. In the public discussion we take up position clearly and distinctly.

4. Working with children and youths needs mindful and qualified staff

All of us are responsible for children and youths. To meet our responsibility we develop policies, so that border violation and sexualized violence cannot take place in the work with children and youths. Therefore we treat these topics regularly in our training.

5. Children and youths must be protected against any harm

We protect the children and youths who are entrusted to our care against physical, mental and emotional harm, against abuse and violence.

6. Border violations are consequently pursued

Protection of children and youths comes first! In cases of conflict we inform the responsible leaders and consult professionals for support and help. The ways of proceeding and persons in charge are well-known to us.

Commitment



The General Assembly of the Evangelical Youth of Hessen-Nassau recommends to deaneries and parishes of the Evangelical Church of Hessen-Nassau to get this commitment signed by all its staff, independently whether they are volunteers, professionals or officials. The Assembly believes that the signature of self-commitment must be the precondition for working in measures of the Evangelical youth.

The General Assembly of the Evangelical Youth of Hessen-Nassau resolves the following self-commitment:

I have dealt with the code of conduct for the staff of the Evangelical Youth of Hessen-Nassau and I will comply with it.

If I find hints to severe problems or if I suspect that the well-being of a child or a youth is threatened, then I will inform the responsible leader for the work with children or youths (e.g. the professional or the team leader) or some other trusted person.

I declare that I have never committed one of the following crimes (According to §72a SGB VIII):

- Injury to the duty of care and education for children and youths up to 16 years
- Any kind of sexual abuse
- Dealing with photos of naked children or youths up to the age of 18 years
- Mistreatment of children and youths up to 18 years or other vulnerable persons I was or have been responsible for
- Getting people to slavery, forced prostitution, compulsory labour, exploitation of labour, exploitation with deprivation of liberty
- Kidnapping, abduction, especially abduction of children, sale of children

Further I declare that I am not finally convicted with one of these crimes nor that judicial procedures or criminal investigation proceedings are instituted against me just now.

Surname, Forename:

Date of birth:

Place and date:

Signature:

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