



ANIS FOUNDATION INCORPORATED

PORT MORESBY

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CODE OF CONDUCT

CHILD and BENEFICIARY PROTECTION / SEXUAL EXPLOITATION and ABUSE

All employees or consultants or contractors or partners of ANIS Foundation shall always adhere to the stipulated code of conduct and practice on regular basis. These code of conduct shall be implemented and in force within the ANIS Foundation premises, offices, project sites or communities Anis Foundation deals with or its partners or clients;

1.0 Sexually exploit and abuse any children and beneficiaries by ANIS employees or any such doing or behavior constitutes an act of gross misconduct, which is a serious breach of code of conduct, therefore grounds for dismissal or termination;

2.0 Involve in sexual activity with children (under age 18) is prohibited whether or not it is being consented by children or parents or guardians locally. Assuming or opinionating or mistaken belief of an age of the victim (child) deemed not a defense.

3.0 Engage in any sexual favours in exchange of money or employment or provision of goods or services or any forms of degrading , humiliating and exploitative behavior or forced prostitution or hiring as sex workers by humanitarian workers is a breach of trust and code of conduct;

4.0 Use of any abusive or vulgar or obscene words against children and beneficiaries.

5.0 Sexually harass, or fondle or lustful kiss, or hug, or touch children or beneficiaries in a way or manner deemed inappropriate or culturally insensitive way.

6.0 Make any remarks or comments that is humiliating, or degrading, or sarcastically worded to cause any upset or hiccups or dissatisfaction against the children and beneficiaries;

7.0 Deal with children or beneficiaries individually behind closed doors to avoid any possible false accusations that has the potential to only demoralize or deface the children's and beneficiaries' good behavior or deemed character assassination or disrepute Anis Foundation's good deed or profile or reputation

8.0 Engage or hire children in any form of activities that are more beneficial to the adults than the children deemed mentally or physically or socially or morally dangerous and harmful to children or that impede or interfere with their development or education.

9.0 Engage or encourage children into participating, promoting, supporting or indulging in the illegal activities that are unsafe, unhealthy or abusive such as harmful traditional practices, spiritual or ritual activities including sorcery, witchcraft, cult practices, early marriage, drug and alcohol abuse, teenage initiation of genital foreplay or forced sexual or nostril or anal penetration or pierce nose, ear or genitals and others deemed dangerous or unethical and unlawful.

10.0 Shall not engage children in any activities or programs that are exhaustive, stressful, beyond capability or mind boggling, or de-energizing, such as, carrying unreasonable load distance afar, forcefully engaging them against their capability and consent, continuous physical activities that are stressful and exhaustive or such other activities deemed not fulfilling any requirements for child's development, health and progress.

11.0 Exposing children and beneficiaries to pornographic materials including colorful photos, or pictures, movies, or sexist cartoons or statues, or live sexual intercourse and such other materials or activities or behaviors considered offensive or sexist and illegal is strictly prohibited ,therefore, subject to summary dismissal and refer for criminal prosecution.

12.0 Any sexual relationship between humanitarian worker (ANIS employees, consultants, contractors or partners) and a person (children and beneficiaries) benefitting from such assistance and protection by using rank or position is intolerable and prohibited. These sort of relationships undermine the credibility and integrity of ANIS Foundation as a humanitarian aid work organization.

13.0 In the event of an employee or consultant or contractor or partner of ANIS Foundation develops some opinions or concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same agency or not, he or she must report such concerns via established ANIS Foundation internal reporting process or mechanism.

14.0 ANIS Foundation workers are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Managers at all levels must lead by example and are responsible for supporting and enhancing systems which create and maintain such conducive environment.
