**Care for Uganda Code of Conduct for the prevention of Sexual Abuse and Exploitation**

**All Care for Uganda staff and volunteers are prohibited from engaging in the following harmful behaviour, including but not limited to:**

* Any behaviour or activity that could amount to sexual exploitation and abuse
* Sexual activity with children (persons under the age of 18) regardless of the age of majority or age of consent locally. Mistaken belief regarding the age of a child is not a defence.
* Sexual activity with any person on the child sponsorship programme.
* Exchange of money, employment, goods, or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour.
* Any other activity that is intended to cause physical or emotional harm, humiliation or exploitation to any individual.
* Any activity, practice or behaviour that suggests staff or volunteers have abused their position of power and is engaging any individual based on inherently unequal power dynamics.
* Sexual relationships between staff, volunteers and any individuals that are based on unequal power dynamics are strongly discouraged since they may undermine the credibility and integrity of the work of Care for Uganda.

**In addition, Care for Uganda staff and volunteers must:**

* Create and maintain an environment that prevents all forms of exploitation and abuse and promotes the implementation of this *Code of Conduct*.
* Report any concern or suspicion of exploitation, including sexual exploitation, abuse or breach of the *Code of Conduct* by a fellow member of staff immediately.
* In the event of a violation or suspected breach of the Code of Conduct, please contact the CEO or a Trustee.

I \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ understand and agree to abide by the above principles and Code of Conduct. I understand that any breaches of the above Code will be responded to in accordance with the policies and procedures in place.

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_