



## The Dignity Project

### Policy for safeguarding children and vulnerable people

The Dignity Project (TDP) prioritises the welfare and safety of individuals - in particular the children and vulnerable people - involved in and connected with projects and events it supports. The following outlines TDP's policy and guidelines for safeguarding communities, vulnerable people and children TDP supports or has contact with and is applicable to *ALL* people visiting and/or engaging with any person connected to the work or projects of TDP.

All visitors and volunteers participating in site visits, tours, events and/or programs facilitated by TDP must read and agree in writing to the following.

Visitors are defined as people attending a TDP site, accompanied by a TDP board member, for the purpose of a short visit and site tour only. Volunteers are defined as people participating in TDP events, tours and/or programs at TDP sites or facilities.

1. Volunteer adults from Australia must provide TDP with a copy of a valid Working with Children check to engage with events, tours or programs run by TDP. Adults from other countries must produce an equivalent from their country of residence. In India, TDP requires adults to provide a self-attested document declaring any criminal convictions and one character reference. TDP will verify the validity of the Working with Children check (or equivalent) and record the details.

2. Visitors must be accompanied by a TDP board member AT ALL TIMES during a site visit. Visitors must not attend TDP sites or projects unaccompanied.
3. All visitors and volunteers will refrain from communicating directly, privately, or through third parties with students, children, or vulnerable people in the host country who participate in TDP programs, including during the site visit, event, program or after, via any means of communication whatsoever including but not limited to text message, WhatsApp, Instagram, Direct Messages, Facebook or email.
4. Visitors and volunteers will not meet or invite children or vulnerable people from TDP events or programs to attend social activities, meetings and/or events not explicitly included in TDP itineraries or programs. Meeting with any individual, whether children or adults, connected with TDP-supported programs outside of official events is expressly forbidden.
5. Visitors must not have any interaction outside of the official scheduled site visit with children or other vulnerable people connected to TDP programs or projects.
6. Visitors and volunteers are forbidden from taking images or videos of children at TDP sites, events or programs. Additionally, visitors and volunteers must not share images of vulnerable people, students or children from TDP-events or programs through any electronic platform including but not limited to text message, WhatsApp, Instagram, Direct Messages, Facebook or email. Images may be taken by board members for the purposes of reporting or evaluation and stored in accordance with TDP's *Record Keeping Policy*. TDP may make available official images upon request once board consideration and approval is given.
7. Volunteers and visitors are not to return as an individual or group to programs or communities where TDP-supports projects except without express permission and agreement of the TDP board.
8. Visitors and volunteers must not bring alcohol, drugs or other illicit substances or materials to any TDP event or program. Additionally, visitors and volunteers are not to attend programs or events under the influence of drugs, alcohol or other

illicit substances. Smoking (including but not limited to cigarettes and e-cigarettes) at TDP-supported events and programs or whilst being identified with TDP is not permitted.

9. Visitors and volunteers will not offer gifts, money or valuables directly to individuals or communities at TDP-supported programs or events.
10. Visitors and volunteers will not teach, promote or use indecent, provocative, divisive, inflammatory or offensive language, images or gestures at TDP-supported events or programs.
11. Visitors and volunteers must not touch, harm, push, handle or otherwise engage in any physical or sexual relationship with any children, vulnerable persons or members of the community, including TDP staff and volunteers, at TDP-supported events or programs.
12. Visitors and volunteers must not engage in any form of physical or verbal abuse or violence with other tour participants, TDP staff including board members, volunteers and affiliated groups and/or members of the community or programs TDP supports.
13. Visitors and volunteers must not engage in abuse, bullying, or harassment of any form either in person or online.
14. Visitors and volunteers must not share explicit or inappropriate material or content in any form with or of other tour participants, TDP staff including board members, volunteers and affiliated groups or with or of individuals of TDP-supported communities, events or programs.
15. Visitors and volunteers must not be alone AT ANY TIME (including at official TDP events or sites) with any local children, students or vulnerable people participating in events organised by TDP. Additionally, visitors and volunteers should not be alone AT ANY TIME with local adults of any gender participating in a TDP event.
16. TDP reserves the right to ask individuals to leave an event, site visit or tour should any breach of the above outlined policy occur.

17. Visitors and volunteers agree to take full responsibility for their own actions while at TDP sites or participating at TDP events and as individuals agree to abide by all Australian laws and local regulations. TDP board members and staff hold no responsibility for the actions of individuals participating in site visits, tours or events and will not tolerate any breaches of the **Policy for safeguarding children and vulnerable people** outlined here. TDP will not provide support to any individual participating in a TDP tour, site visit or event should that individual or individuals contravene any laws or regulations.
18. All volunteers and visitors must use the local Visitor Register Logbook when attending TDP site visits or programs.
19. Visitors and volunteers are additionally asked to read the appendix *Cultural and Social Norms in India* document.

Date: 11 June 2024

Name: Lincoln Harris

TDP Position: Secretary

Signature:

