

# **Morning Tears Child Protection Policy**

Endorsed by the Morning Tears President – Luc Poppe- and general Director – Koen Sevenants- on July 1, 2014

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## Morning Tears' Child Protection Policy

Morning Tears 儿童保护政策

### Summary / Purpose

#### 概要/目的

As an international child-centred community development organisation whose work is underpinned by the United Nations Convention on the Rights of the Child (UNCRC), Morning Tears is committed to promoting the rights of children including their right to be protected from harmful influences, abuse and exploitation. Morning Tears takes active measures to ensure children's rights to protection are fully realised.

作为一个以儿童为中心的国际发展组织，Morning Tears以《联合国儿童权利公约》(UNCRC)为基础，一直致力于促进儿童的权利发展，保护他们免受有害影响、虐待和剥削。Morning Tears采取积极措施，确保儿童受保护的权利得以完全实现。

Morning Tears acknowledges its expectation that its employees and others who work with Morning Tears have children's best interests at the heart of their involvement with Morning Tears.

Morning Tears期望其员工及相关人员在从事相关事务时都能以“儿童利益最大化”为中心。

This Child Protection Policy is Morning Tears's statement of intent that demonstrates our commitment to safeguarding children from harm and makes clear to all in the organisation and who come into contact with us what is required in relation to the protection of children, and that child abuse in any form is unacceptable to Morning Tears.

《儿童保护政策》是Morning Tears的意向声明。该政策既表明了Morning Tears在保护儿童免受伤害方面的承诺，也使组织内部所有人员及相关人员都清楚Morning Tears在儿童保护方面的要求以及任何形式的儿童虐待都是Morning Tears所不可接受的。

### Morning Tears's vision for child protection.

#### Morning Tears在儿童保护方面的愿景

#### Vision

#### 愿景

We aim to create 'child safe' environments, both internally and externally, where children

are respected, protected, empowered and active in their own protection, and where Staff are skilled, confident, competent and well supported in meeting their protection responsibilities.

我们的目标是通过在组织内部和外部创造“儿童安全”环境，让儿童能够受到尊重、保护和赋权，并且能积极主动地进行自我保护；同时，在这样的环境中，Morning Tears员工也能够熟练地、有信心且有能力地履行保护儿童的职责，并在这一过程中获得有力的支持。

## Statement

### 声明

Morning Tears is committed to actively safeguarding children from harm and ensuring children's rights to protection are fully realised. We take seriously our responsibility to promote child safe practices and protect children from harm, abuse, neglect and exploitation in any form. In addition, we will take positive action to prevent child abusers from becoming involved with Morning Tears in any way and take stringent measures against any Morning Tears Staff and/or Associate who abuses a child. Our decisions and actions in response to child protection concerns will be guided by the principle of 'the best interests of the child'.

Morning Tears积极致力于保护儿童免受伤害，确保儿童受保护的权利得以完全实现。我们认真履行如下职责：推广儿童安全实践，及保护儿童免受任何形式的伤害、虐待、忽视和剥削。此外，我们将采取积极行动避免施虐者与Morning Tears产生任何联系；我们还将对任何有虐待儿童行为的Morning Tears员工和/或相关人员采取严厉措施。在应对儿童保护问题方面的任何决策和行动中，我们将遵循“儿童利益最大化”原则。

## B. Definitions under the Child Protection Policy

### 《儿童保护政策》中的有关定义

1. **A child** is defined as any person under the age of 18 years.

**儿童**指任何年龄未满18周岁的人

2. **Child Abuse** is defined as all forms of physical abuse, emotional ill-treatment, sexual abuse and exploitation, neglect or negligent treatment, commercial or other exploitation of a child and includes any actions that result in actual or potential harm to a child.

**儿童虐待**指对儿童进行任何形式的身体虐待、精神虐待、性虐待和性剥削、忽视或疏忽对待、商业剥削或其他剥削；同时，儿童虐待还包括任何对儿童造成实质或潜在伤害的行为

Child abuse may be a deliberate act or it may be failing to act to prevent harm. Child abuse consists of anything which individuals, institutions or processes do or fail to do, intentionally or unintentionally, which harms a child or damages their prospect of safe and healthy development into adulthood.

儿童虐待既可指故意行为，也可指儿童保护工作中的不作为。儿童虐待包括个人、机构或工作程序对儿童进行的任何故意或无意的行为或不作为，并由此对儿童造成伤害或对儿童的安全健康成长造成损害。

3. **Child Protection**, within the scope of this policy, is defined as the responsibilities, measures and activities that Morning Tears undertakes to safeguard children from both intentional and unintentional harm.

**儿童保护**：在本政策范围内，“儿童保护”指Morning Tears在保护儿童免受故意或无意伤害方面所应承担的责任、采取的措施及开展的活动。

## C. Scope of the Child Protection Policy

### 《儿童保护政策》的范围

The Child Protection Policy applies to everyone working for or associated with Morning Tears. It encompasses the whole of Morning Tears and includes without limitation:

《儿童保护政策》适用于Morning Tears所有员工及Morning Tears相关人员。该政策适用范围涵盖整个Morning Tears，包括且不限于如下人员：

1. **Staff at all levels** – the field, National Organisations and International Headquarters.

**各级工作人员**——Morning Tears项目国、资助国和全球总部

2. **Morning Tears Associates** – these include board members (International and National Boards), volunteers, community volunteers, sponsors, consultants and contractors. Also the staff and/or representatives of partner organisations and local governments who have been brought into contact with children or are party to Morning Tears child sensitive data while working for or with Morning Tears.

**Morning Tears相关人员**——包括董事会成员（全球董事会和资助国董事会）、志愿者、社区志愿者、资助人、顾问和合约人；合作机构及地方政府中那些会和儿童产生接触，或在为Morning Tears工作或Morning Tears合作过程中涉及儿童敏感数据的员工和/或代表。

3. **Morning Tears Visitors** – (e.g. donors, journalists, media, researchers, celebrities etc) who may come into contact with children through Morning Tears are also bound by this policy.

**Morning Tears访客**——通过Morning Tears而可能接触儿童的人员（例如，资助人、

记者、媒体、研究人员、知名人士等) 也受本政策约束。

## D. Responsibilities under the Child Protection Policy

### 《儿童保护政策》下的职责

**Morning Tears Staff, Associates and Visitors must:**

**Morning Tears员工、相关人员和访客必须：**

1. Never abuse and/or exploit a child or act/ behave in any way that places a child at risk of harm.  
决不虐待和/或剥削儿童，或以任何方式将儿童置于受到伤害的风险中。
2. Report any child abuse and protection concerns they have in accordance with applicable local office procedures. **This is a mandatory requirement for Staff. Failure to do so may result in disciplinary action.**  
依据可适用的地方办公室程序，对任何儿童虐待和儿童保护问题进行上报。**这是对所有员工的强制性要求。未遵守此规定将可能导致纪律处分。**
3. Respond to a child who may have been abused or exploited in accordance with applicable local office procedures.  
依据可适用的地方办公室程序，对可能遭受虐待或剥削的儿童做出回应。
4. Cooperate fully and confidentially<sup>1</sup> in any investigation of concerns and allegations.  
充分配合针对任何问题和指控的调查，并对此保密。
5. Contribute to an environment where children are respected and encouraged to discuss their concerns and rights.  
为创造一个尊重和鼓励儿童讨论他们自己关注的事情和自身权利的环境做出应有的贡献。
6. Always ask permission from children (or, in the case of young children, their parent or guardian) before taking images (e.g. photographs, videos) of them. Respect their decision to say no to an image being taken. Ensure that any images taken of children are respectful (For example: children should have adequate clothing that covers up the sexual organs. Images of children in sexually suggestive poses or that in any way impact negatively on their dignity or privacy are not acceptable). Stories and images of children should be based on the child's best interest.  
在每次为儿童拍摄图片（例如，照片、视频）之前，征得儿童（如果儿童年龄较小，则为其父母或监护人）的同意。如果儿童拒绝拍摄图片，应尊重他们的决定。确保所拍摄的每张图片都体现了对儿童的尊重（例如，儿童应该穿着妥当，不应暴露其性器官；包

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含有性暗示姿势或任何对儿童尊严或隐私有消极影响的儿童图片都是不可接受的)。与儿童相关的故事及图片都应遵循“儿童利益最大化”的原则。

7. Be aware that where concerns exist about the conduct of Staff or Associates in relation to child protection and/or where there has been a breach of the Child Protection Policy, this will be investigated under this policy either: by consideration of referral to statutory authorities for criminal investigation under the law of the country in which they work; and/or by Morning Tears in accordance with disciplinary procedures. This may result in disciplinary sanctions and/or dismissal for Staff.

知晓当员工或相关人员在儿童保护方面的行为出现问题或违反《儿童保护政策》时，依据本政策，将会通过以下方式展开相关调查：根据该国法律，考虑将事件移交至刑事调查法定机构；和/或由Morning Tears根据其纪律处分程序对事件进行处理。这可能导致纪律处分和或解雇相关员工。

Be aware that Morning Tears will sever all relations with any Morning Tears Associate or Visitor who is proven to have committed child abuse.

知晓Morning Tears将与任何被证实虐待过儿童的相关人员或访客断绝一切关系。

8. Be aware that, if a legitimate concern about suspected child abuse is raised, which proves to be unfounded on investigation, no action will be taken against the reporter. However, any employee who makes false and malicious accusations will face disciplinary action.

知晓如果有人对某涉嫌儿童虐待事件进行正当举报，但经证实该举报没有事实依据，该举报者将不会受到任何惩罚。但是，任何进行虚假和恶意指控的员工将面临纪律处分。

Be aware that Morning Tears will take appropriate legal or other action against Morning Tears Associates and Visitors who make false and malicious accusations of child abuse.

知晓如果Morning Tears相关人员和访客进行虚假和恶意的儿童虐待指控，Morning Tears将采取适当的法律或其他行动予以回应。

### **Morning Tears Staff must not:**

#### **Morning Tears员工不得：**

9. Disclose information that identifies sponsored families or children or make it available to the general public unless that disclosure is in accordance with standard Morning Tears policies and procedures.

泄露交流儿童家庭或交流儿童信息，或将其提供给公众。除非公开这些信息是在符合Morning Tears政策和程序标准的前提下进行的。

## **Morning Tears Associates and Visitors must not:**

### **Morning Tears相关人员和访客不得：**

10. Disclose information that identifies sponsored families or children or make it available to the general public without explicit consent from Morning Tears.

在未经Morning Tears明确同意下，擅自泄露交流儿童家庭或交流儿童信息，或将其提供给公众。

## **E. Personal Conduct Outside Work**

### **工作之外的个人行为**

We are committed to ensuring that our Staff and representatives apply high standards of behaviour towards children within both their professional and their private lives.

我们致力于确保我们的员工及代表在工作和私人生活中都能对儿童保持着高标准的良好行为。

Morning Tears does not intend to dictate the belief and value systems by which Morning Tears employees conduct their personal lives. Morning Tears's position throughout the world is dependent, however, on maintaining good relations and upholding its reputation as a child-focused community development organisation with numerous countries and organisations. Unlawful or other conduct by Morning Tears employees which jeopardises Morning Tears's reputation or position whether during or after business hours will not be permitted. Such conduct includes, but is not limited to: any unlawful activity related to sexual abuse; any other unlawful activity; sexual harassment; physically/verbally abusive behaviour; and public disorderly conduct.

Morning Tears不会支配其雇员在个人生活中所秉承的信仰和价值观。然而，作为一个以儿童为中心的社区发展组织，Morning Tears在全球的地位取决于其是否能够与众多国家和组织保持良好关系并维护其声誉。Morning Tears员工在工作时间内外都不允许出现任何危害组织声誉或立场的非法行为或其他行为。这些行为包括但不限于：任何涉及性虐待的非法活动、任何其他非法活动、性骚扰、身体或言语虐待行为、妨害公共治安行为。

**Staff and Associates are required to bear in mind the principles of the Child Protection Policy and heighten their awareness of how their behaviour may be perceived both at work and outside work.**

**员工和相关人员应牢记《儿童保护政策》的原则，并提高其在工作当中和工作之外的行为意识。**



## The behavior protocols of the Code of Conduct

### 儿童保护行为守则

As an international child centred development organisation, committed to the wellbeing of children and to supporting the Convention on the Rights of the Child, Morning Tears does not tolerate child abuse. The representatives of partner organizations and Suppliers, or consultants/volunteers/community volunteers etc. who have been brought into contact with children while working for or with Morning Tears must do nothing that may cause emotional, physical or financial harm to the children that Morning Tears is dedicated to helping, and in the course of carrying out their work with Morning Tears may never:

作为一个全球性的、以儿童为中心的发展组织，Morning Tears致力于儿童的福祉和《联合国儿童权利公约》的推动。Morning Tears不容许任何虐待儿童的行为。为了避免对儿童造成身体、精神或经济上的伤害，在与Morning Tears合作过程中，如果合作伙伴的工作人员、供应商、顾问、志愿者、社区志愿者等需要接触到儿童，则必须承诺遵守以下基本原则：

- Use language, make suggestions or offer advice that is inappropriate, offensive or abusive  
不能使用或提出不合适的，无礼的或辱骂性的语言或意见；
- Behave physically in a manner which is inappropriate or sexually provocative  
不能做出不合适或有性挑逗意味的身体行为；
- Do things for children of a personal nature that they can do for themselves  
在儿童有能力的情况下，不可以为儿童做涉及其隐私的事情；
- Condone or participate in behaviour of children which is illegal, unsafe or abusive  
不能容许或参与儿童的违法、危险或虐待行为；
- Act in ways intended to shame, humiliate, belittle or degrade children, or otherwise perpetrate any form of emotional abuse  
不能做出羞辱、贬低、诋毁儿童的行为，或对儿童进行任何形式的情感侮辱；
- Hit or otherwise physically assault or physically abuse children;  
不能打孩子或对儿童进行身体攻击或虐待；
- Develop physical/sexual relationships with children;  
不能与儿童发生身体/性关系；
- Develop relationships with children which could in any way be deemed exploitive or abusive;  
不能与儿童发生任何可能被认为是剥削或压迫的关系；

- Hire children as 'house help' or provide shelter for children in their home in inappropriate circumstances;
- 不能雇用儿童作为“家里的帮工”或在不恰当的情况下为儿童在家里提供住所；
- Use behaviour towards children which could be interpreted as being abusive.
- 不能以可能被认为是有羞辱性的行为对待儿童。