



## **Imaginable Futures Child Safety Policy**

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# Introduction

Imaginable Futures (IF) is a global philanthropic investment firm driven by the belief that learning is key to well-being and equitable, healthy systems. We collaborate with local changemakers and communities across sub-saharan Africa, Latin America and the USA to solve complex education challenges and co-design solutions that work for those most impacted.

IF has two primary strategies to achieve its impact. First, IF makes debt and equity investments in emerging companies to test and scale solutions. These investments tend to have a longer time horizon. Second, IF issues grants and project-specific agreements that are usually for terms of not more than three years. Recipients of funds (investments or grants) are generally referred to in this policy “partners”.

Because of the unique nature of IF’s portfolio, which is focused on education and therefore in many cases children, current and potential partners must be evaluated from a child safety perspective. We believe that child safety is as important as financial and legal diligence and compliance.

Safeguarding at its most basic level is “about protecting people from harm. It is the bedrock that should run throughout all investment portfolios, especially those seeking to make a positive social impact.” ([BII Safeguarding](#)). Safeguarding more specifically means protecting people from harm from the organizations/companies and the people within them who are meant to serve certain populations.

Child safeguarding is about protecting a uniquely vulnerable population from such harms, and for obvious reasons is of particular concern in educational investments and efforts. For helpful definitions of child safeguarding as well as the types of harm included under safeguarding, see Annex A.

## Policy Statement and Commitments

At IF we imagine a future of universal well-being. To be a part of achieving that vision, we invest in people and ideas that unlock human potential through holistic learning. Together with partners, we are co-creating more equitable and healthy systems so that all learners, families and communities can thrive in a changing and interdependent world.

IF is committed to the principle that all children have the right to be protected, nurtured and free from all forms of violence, abuse, neglect, maltreatment and exploitation. Preventing harm and being part of transformative change are central to the IF mission, vision and values. We

cannot deliver on our mission if we or any of the partners we support perpetuate harm to community members we are intending to ultimately serve. Safeguarding violations hurt people, undermine our investments, erode trust in communities, and can have serious safety, security and reputational risk to us as an organization. **Imaginable Futures has zero tolerance for child safety violations, including violations to their physical safety, sexual safety and emotional wellbeing.**

IF also acknowledges that children and families in the communities we serve who have historically been underserved, are particularly vulnerable to opportunities for child exploitation and abuse due to organizational, societal, historical, and personal power dynamics and privileges. It is imperative for us to exercise a heightened level of due diligence in safeguarding these children from any potential harm. This policy and its related documents are structured to reflect this awareness and commitment, ensuring that we can fulfill our organizational mission while prioritizing the utmost care for the children entrusted to us and our partners.

This policy covers IF staff, agents and consultants, both inside and outside of working hours, and should be used alongside the **Child Safeguarding Code of Conduct** at Annex B. Both are mandatory for all staff, agents and consultants to follow.

IF also expects partners to have a minimum set of safeguards before IF will invest; IF will hold partners accountable for compliance with those safeguards, and will ensure partners either meet or are working towards them as a condition of investment. IF also commits to supporting partners to enhance their current safeguarding practices to meet these standards by offering additional financial or in-kind support directly focused on safeguarding where appropriate.

IF does not require that all partners have the cookie-cutter policies or protocols for child safety. However, we do expect that all share certain basic principles; have a zero-tolerance approach to physical harm through environmental hazards, sexual exploitation, abuse and harassment; and share an understanding of how safeguarding policies are translated into practice. Our diligence and on-going conversations with partners will be focused on principles and content.

## ***IF Risk Statement***

**Imaginable Futures has zero tolerance for child safety violations, including violations to their physical safety, sexual safety and emotional wellbeing.**

Child safety refers to the protections and safeguards internally and externally to the organization that ensure children's safety is centered within the product and policies, that

issues or complaints are managed effectively and proactively and regularly internal reviews are ongoing. Child safeguarding is most relevant when working with organizations providing direct provision of services to students or teachers.

If we think about Impact on three levels: (1) do no harm, (2) do good, and (3) positively impact the system, impact model refers to the risk that the organization will satisfy the first two tiers, doing no harm while also doing good. In particular, we have virtually no risk tolerance related to "doing harm".

We stand on the fundamental principle of first “do no harm”. To hold ourselves accountable to this zero tolerance stance, we have put in place due diligence/ capacity assessment processes for partner vetting, including capacity assessment of investee protocols for incident management (both victim support and investigations) should any alleged violations arise.

However, we do not want fear of child safety violations to reduce our willingness to invest in organizations that work directly with children. We want to stay true to our values to “take courageous action” in our investments and to “push ourselves to have a deeper positive impact with every action we take.”

We have put in place our child safety due diligence so that we can continue to make innovative investments while doing everything we can to safeguard children. Acknowledging risks and implementing measures to address them is fundamental to philanthropic investment strategies and our broader governance commitment. The more we recognize and speak openly about risks, the more those risks can be prevented and mitigated.

- IF Risk Statement:
  - If balances being a creative, thoughtful risk-taker with a commitment to protect learners and families.
  - We have virtually no risk tolerance for “doing harm” from an Impact perspective.
- IF Risk Tolerance Statement:
  - **We begin with a zero tolerance stance towards any violations to child safety**, whether intentional or accidental, and whether it involves bodily or any other form of harm (including harm through violations to their digital presence or data). Any alleged violation by us or by a partner will be taken seriously and addressed through reporting processes, as outlined in the Internal Policies section of this child safety policy.

- **Our risk tolerances are reflected in an analysis of partner commitment and capacity to mitigate child safety risks.** IF will undertake a review process that first attaches a high, moderate or low risk rating to their work.
- Depending on the rating, IF will work with partners to identify and close any gaps in child safety safeguards **before** IF will invest in their efforts. While we are open to taking calculated risks, we remain committed to asking the right questions and honestly assessing the child safety capacity of our partners and of ourselves.

## Internal Policies

IF has a set of internal policies that define our own standards for behavior of IF staff and board. This policy is the main scaffolding to our child safety framework. In addition, we have a **Child Safeguarding Code of Conduct** at Annex A that all employees must sign. We have our own recruitment standards and reporting policies, and hold ourselves accountable to these child safety safeguards.

### Recruitment Policies

IF is committed to ensuring safe environments for children and vulnerable adults in any investments or grants we make. This starts with the appointment of vetted staff who have undergone appropriate background checks.

### Code of Conduct (CoC)

The CoC ensures that all IF staff, board members, consultants and associates read and agree to comply with the content included in this policy and in our CoC, which outlines the specific, expected behaviors when children are present. All new employees will be provided with a copy of this policy; once they have read through it, they must sign it to acknowledge an understanding and commitment to its contents.

### People and Culture

IF orients and trains our staff on the different aspects of our safeguarding policy and code of conduct to ensure that they are aware of and can use the due diligence tools, and also can recognize safeguarding issues and concerns in their portfolio. Child Safeguarding is everyone's responsibility. Therefore, each new staff member will attend mandatory basic training on the importance of child safety due diligence. This ensures staff see it as equally important as legal and financial vetting. The risk committee also does occasional training updates with staff as

the due diligence and policy for child safety at IF is updated and new resources are added to the library of child safety tools. The risk committee also provides staff with access to materials and resources to support their understanding and implementation of the safeguarding policy, and will also encourage the sharing of experiences and examples of good practice in implementing the policy across different roles and contexts. Staff and investment partners must also attend yearly “refresher” trainings on the most up-to-date legal and policy-based requirements for child safeguarding.

## Governance

IF has determined that ultimate accountability for incorporating safeguarding is as follows:

- (1) the Approval Committee, for incorporating safeguarding into IF’s investment process;
- (2) the Risk Committee, for best practices library and support; and
- (3) the Global Head of Legal for compliance and reporting.

## Reporting

IF staff and board must report any concerns around child safety to the Global Head of Legal who will treat the matter confidentially and determine the internal support on a need-to-know basis. As noted in the CoC, there is **mandatory reporting** for any suspected alleged child safety incidents as well as suspected risks. If you witness an incident where you suspect abuse, or a person has made a disclosure to you, it is not up to you to decide whether or not abuse has occurred. Instead, you should report the concern or incident to the Global Head of Legal via [childsafety@imaginablefutures.com](mailto:childsafety@imaginablefutures.com), who will initiate the procedure for handling such reports. Once a report is made, confidentiality will be maintained for the reportee and the Global Head of Legal will confidentially investigate the report or share it with the partner as appropriate for follow-up. This may include, in IF’s discretion, engaging an external consultant to investigate or review the specific allegation. If a determination is reached indicating that child safety laws have been or are likely to be violated, and relevant legal authorities have not been notified, the allegations and findings of the internal investigation will be reported and provided to such relevant legal authorities.

IF has zero tolerance for retaliation against IF staff who report child safety concerns or alleged incidents. This assurance of no retaliation is universal and covers all staff and associates of IF. Consistent with IF’s Anti-harassment policy, an employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment. Allegations may also be reported through The Omidyar Group’s EthicsPoint portal here: <https://secure.ethicspoint.com/domain/media/en/gui/22951/index.html>.

## **Communications and Media**

At IF, we celebrate the work of our partners. Sometimes we do this by amplifying their work through stories and images that we either create ourselves or receive from them. Media and communications and the representation of children in our and our partners' marketing and promotional materials should abide by the following minimum standards and principles:

- The best interests of each child are to be prioritized over any other consideration, including over advocacy for children's issues or the promotion of partner work or products.
- When trying to determine the best interests of a child, the child's right to have their views taken into account must be given due weight in accordance with their age and maturity.
- The dignity and rights of every child are to be respected in every circumstance/representation.
- Informed consent should be taken, either from the child (depending on their age level and maturity) or from their caregiver. Those closest to the child's situation and best able to assess it are to be consulted about the political, economic, and social ramifications of any representation.
- In interviewing and representing children, special attention is needed to ensure each child's right to privacy and confidentiality, to have their opinions heard, to participate in decisions affecting them and to be protected from potential and/or actual harm and retribution.
- Do not publish a story or an image which might put the child, siblings or peers at risk even when identities are changed, obscured or not used.
- Diversity and inclusion should be embraced across representations, where possible, featuring children from all backgrounds, including children with disabilities, and maintaining a balance of gender and cultural identifications.
- The use of stereotypes in imagery, both negative and positive, should be avoided.

## **Due Diligence for Partners**

### **Due Diligence Steps**

At IF, we recognize our responsibility to ensure that our partners adhere to a minimum set of child safety standards, and we will enforce accountability for compliance with these standards. To assess compliance levels, we conduct child safety due diligence prior to making investments. This Due Diligence Process comprises four steps. The minimum expectation set by IF is that all applicable questions in the Due Diligence checklist are answered affirmatively

("Yes"). If any questions are answered negatively and IF decides to proceed with the investment, we will establish a clear timeline and provide necessary support to meet these minimum requirements. Further details regarding these processes are provided in the **Due Diligence Toolkit**:

1. IL uses tier criteria to give investee a rating – could also be done with risk committee

2. IL uses rating to determine due diligence questions needed for capacity assessment

3. IL engages with investee to gather responses and corresponding documentation

4. IL presents findings within investment recommendation, and approval committee decides if approved. IL works with investee on follow-on actions

## Criteria and Tier Rating System

Partners will be reviewed according to the level of risk criteria that best matches their work and/or products, and given a designated rating that will guide the level of vetting for child safety due diligence. Criteria and ratings, as well as the questions included in the Due Diligence Toolkit are intended to be tools for having the right conversation, rather than rigid measures or a punitive audit of partners. Ideally due diligence should take place before investment, just like legal and financial vetting, and preferably at the same time. Where this is impossible, the partner and IF will have clearly defined benchmarks, expectations, timelines, and accountability mechanisms in place to ensure that minimum child safeguarding protections are put in place on a reasonable timeline, with any further investment contingent on the achievement of these milestones.

When funding an intermediate financing facility (grant or for-profit), IF will ensure that the intermediary implements the same level of responsibility and safeguarding in its deployment of funds, in order to avoid pass-through gaps in exposure and opportunity for exploitation that might ultimately be linked to IF's funding. Special provision will be made for assessing community-based, micro-granting facilities.

Tier ratings are given by the Investment Leads (ILs) to potential partners to understand how to find the right questions and the right number of questions to ask when undertaking a child safety due diligence conversation. Investment leads should approach this as a conversation and capacity assessment rather than an audit.



### **Guiding Criteria and Tier Rating System**

**Tier 1 - HIGH risk:** Partners that have direct and regular contact with children, in or out of schools. Other concerns based on content and thematic area (e.g. access to highly vulnerable children or child data). For for-profit investees, high exposure through board presence or over 5% investment.

**Tier 2 - MODERATE risk:** (a) Partners that have limited direct contact with children themselves. Examples: One-off trainings or one-off contact with children for research, or periodic school visits. (b) EdTech where need to ensure data privacy and online safety. For for-profit investees, high exposure through board presence or over 5% investment.

**Tier 3 - LOW risk:** Partners that have no contact with children or caregivers. Focused on adult learners or advocacy and policy, R&D. No thematic concerns or red flags. For for-profit investees, low exposure on board and investment level.

## **Due Diligence Standards and Questions**

There are six due diligence standards, and each standard includes guiding questions for the IL to ask the partner. The graphic that follows summarizes the six standards. Please refer to the **Toolkit** to see the detailed list of questions corresponding to each of the due diligence standards that can then be used for the vetting of partners.

# CHILD SAFETY DUE DILIGENCE

## 1. SAFEGUARDING POLICY

All investees whose work affects children, directly or indirectly, need to develop a clear child safeguarding policy that prevents harm to children and outlines what measures are in place to respond when safeguarding concerns arise.



## 2. REPORTING

If a child is in danger or in harms way, investee staff and leadership are required to report alleged incidents, and investigative protocols will be triggered. In general, child safety requires mandatory reporting for adults who know or hear of allegations.



## 3. STAFFING

Investees must have safe recruitment processes and make it clear through codes of conduct, recruitment procedures, ongoing training and internal communications that child abuse by staff, volunteers and associates will not be tolerated.



## 4. RESPONSE

Investees should have clear response protocols in place, so that if a child safety incident arises they can provide or assist the child and caregivers to access appropriate services. Response protocols should also outline the steps involved in investigation and ensure these steps are completed.



## 5. GOVERNANCE

Risk, and how to address it, is a major part of an organisation's strategies and governance. Who does what in prevention of and response to child safety issues must be clear, and designated accountability for zero tolerance must be held by leaders and staff.



## 6. TECHNOLOGY

Digital learning and educational technology create opportunities for children but also introduce risks that need to be managed. Investees should ensure that their digital learning tools have safeguards in place to protect children from the risks that the technology may introduce or amplify.



## Due Diligence Follow-up

For any gaps found in the due diligence process, the partner is ultimately responsible for acknowledging and remediating those gaps. It is not up to IF to develop the policies and compliance frameworks for the potential partner, only to ensure the partner has done so.

We recognize that for some partners these concepts will be new and therefore their safeguarding systems may not yet be in line with global standards of best practice. For this reason we take a partnership approach to child safety and will take some steps to help companies and grantees to build child safeguarding capacity. IF is not directly accountable for formulating and implementing child protection measures within partner or grantee organizations. While the development and enactment of these policies remain the partner organization's responsibility, IF will use care to identify any gaps, provide support to address such gaps, and ensure accountability for their execution. Furthermore, an organization that

demonstrates a lack of interest in acting as a safeguarding champion will not be eligible for IF investment, regardless of legal and financial capacity.

Should a due diligence/ capacity assessment of a partner reveal gaps in their capacity, IF has determined that some combination of the following steps will be taken:

- IF will provide resources compiled to exemplify best practices in child safety measures, such as robust policies or codes of conduct, or improved reporting procedures. A clear timeline and follow-up plan will be established to ensure implementation of these measures, aiming for the organization to meet the minimum requirements outlined in the Due Diligence checklist.
- Where appropriate, IF will allocate financial resources for the partner to engage an expert consultant to enhance their child safety safeguards. Similar to the first step, a clear timeline and follow-up plan will be established to ensure the implementation of these measures, with the goal of meeting the minimum requirements outlined in the Due Diligence checklist.
- IF may decide that investment is too high risk and will not invest in the company.

## **Allegation Follow-Up**

### **IF mandates partners report breaches of their own safeguarding policies.**

In specific cases, IF may request a description and evidence of the steps taken by the organization in response to an allegation of a child safety violation. Although IF is not legally obligated to do so, it reserves the option to engage its own investigators and advisors to ensure proper investigation of allegations and appropriate actions are taken, particularly concerning victim support.

Before approving a new investment, IF will make sure the partner understands the requirements for allegation follow-up. Some oversight/ documentation of the steps taken in a timely and comprehensive manner is important for IF to have for our own diligence in following up allegations, even if, as will most often be the case, IF is not involved in the investigation directly. For the duration of IF's investment in the partner, IF reserves the right to call upon a third party to validate a partner's safeguarding systems and practices and/or to investigate any safeguarding reports, issues, or concerns. In addition, IF will consider the status of any allegations as part of any responsible exit.

IF will keep confidential all sensitive and personal data, and information and details on how the case is being managed will only be shared on a "need to know" basis. Information will be maintained in accordance with [IF's Privacy Policy](#). The welfare and safety of the survivor/s

and/or the welfare and safety of the individual/s at risk of harm or abuse is the highest concern and may occasionally override the desire to maintain confidentiality.

## ANNEX A: Definitions

The definitions below, taken from [Keeping Children Safe Standards](#) unless otherwise noted, can be used to understand foundational concepts as well as the different forms of harms to children:

**Safeguarding** - broadly refers to measures an organization takes to prevent harm from occurring and to respond appropriately when that harm occurs in the context of the organization.

**Child Safeguarding** - The process of preventing and protecting children from harm and enabling them to have the best outcomes, regardless of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. This means that organizations “do no harm” to children, taking appropriate action to prevent harm and to respond appropriately when it does occur. Child safeguarding encompasses all forms of harm including physical abuse, sexual abuse, online abuse, child sexual exploitation, neglect and negligent treatment, emotional abuse and commercial exploitation.<sup>1</sup>

**Digital education** - any teaching or learning process that entails the use of digital technologies, including online and offline formats, using distance, in-person or hybrid approaches.<sup>2</sup>

**Do no harm**- Refers to our responsibility to prevent or minimize harm that could be done inadvertently as a result of SFF’s organizational activities

**EdTech** - Education technology (EdTech) refers to the practice of using technology to support teaching and the effective day-to-day management of education institutions. It includes hardware (e.g., tablets, laptops or other digital devices), software, services and digital resources (e.g., platforms and content) that aid teaching, meet specific learning needs, and facilitate education institution operations. EdTech may also include the use of augmented, virtual and extended reality technologies as a means of learning<sup>3</sup>.

**Technology-facilitated violence** - the use of the internet and/or digital technology to bully, threaten, harass, groom, sexually abuse or sexually exploit a child.<sup>5</sup> It includes the production, possession, viewing and dissemination of child sexual abuse material (CSAM), which is the representation, by whatever means, of a child engaged in real or simulated explicit sexual

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<sup>1</sup> [FCDO Enhanced Due Diligence Framework](#)

<sup>2</sup> <https://www.unicef.org/media/134121/file/Child%20Protection%20in%20Digital%20Education%20Policy%20Brief.pdf>

<sup>3</sup> Ibid

activities or any representation of the sexual parts of a child for primarily sexual purposes, and any other form of child sexual exploitation and abuse that is partly or entirely facilitated by technology.<sup>4</sup>

**Physical harm or abuse** - Actual or potential physical harm resulting from a negligent or unsafe environment or perpetrated by another person, adult or child. This may involve hitting, shaking, poisoning, drowning and burning. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces illness in a child.

**Sexual abuse** - Forcing or enticing a child to take part in sexual activities that he or she does not fully understand and has little choice in consenting to. This may include, but is not limited to, rape, oral sex, penetration, or non-penetrative acts such as masturbation, kissing, rubbing and touching. It may also include involving children in looking at, or producing sexual images, watching sexual activities and encouraging children to behave in sexually inappropriate ways.

**Child sexual exploitation** - A form of sexual abuse that involves children being engaged in any sexual activity in exchange for money, gifts, food, accommodation, affection, status, or anything else that they or their family needs. It usually involves a child being manipulated or coerced, which may involve befriending children, gaining their trust, and subjecting them to drugs and alcohol. The abusive relationship between victim and perpetrator involves an imbalance of power where the victim's options are limited. It is a form of abuse that can be misunderstood by children and adults as consensual.

Child sexual exploitation manifests in different ways. It can involve an older perpetrator exercising financial, emotional or physical control over a young person. It can involve peers manipulating or forcing victims into sexual activity, sometimes within gangs and in gang-affected neighborhoods. It may also involve opportunistic or organized networks of perpetrators who profit financially from trafficking young victims between different locations to engage in sexual activity with multiple men.

**Neglect and negligent treatment** - Neglect and negligent treatment refers to a persistent failure to meet a child's basic physical and/or psychological needs, which is likely to result in serious impairment of a child's healthy physical, spiritual, moral and mental development. It includes the failure to properly supervise and protect children from harm and provide for nutrition, shelter and safe living/working conditions.

**Emotional abuse** - Persistent emotional maltreatment that impacts on a child's emotional development. Emotionally abusive acts include restriction of movement, degrading,

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<sup>4</sup> Ibid

humiliating, bullying (including cyber bullying), and threatening, scaring, discriminating, ridiculing or other non-physical forms of hostile or rejecting treatment.

**Commercial exploitation** - Exploiting a child in work or other activities for the benefit of others and to the detriment of the child's physical or mental health, education, moral or social-emotional development. It includes, but is not limited to, child labor.

# ANNEX B: Code of Conduct

## Child Safety Code of Conduct

**This Child Safety Code of Conduct must be signed by all Imaginable Futures staff members, consultants, representatives and agents.**

At Imaginable Futures we have a zero-tolerance stance towards abuse, including harassment, violence and exploitation. We recognize our duty to protect those we work with and serve, and to stay true to our mission: to invest in people and ideas that unlock human potential through holistic learning, and to co-create more equitable and healthy systems so that all learners, families and communities can thrive in a changing and interdependent world.

At times, IF staff visit investee or grantee activities, which can include contact with children and their families. This Child Safety Code of Conduct defines acceptable standards of behavior and promotes good practices for all IF staff. It is a requirement that all IF staff (paid employees, consultants, representatives, volunteers and interns), full or part time, explicitly agree to abide by the Child Safeguarding Policy and this Code of Conduct which makes clear the responsibilities for safeguarding children and expected behavior of staff within IF. Adherence to the Code of Conduct is a mandatory requirement.

IF requires all staff members, relevant consultants, representatives, agents, volunteers, and interns to read this document in full, and sign to confirm their understanding of its contents and their commitment to conduct themselves accordingly. Investee and grantee partners should be informed of and have access to the IF Code of Conduct. Any form of unacceptable behavior by IF personnel which breaches the Code of Conduct must be reported to [childsafety@imaginablefutures.com](mailto:childsafety@imaginablefutures.com).

Certification:

**By signing the Child Safety Code of Conduct, I explicitly agree that I will:**

- Act in accordance with IF's child safety and wellbeing policies and procedures at all times.
- Behave respectfully, courteously, and ethically towards children and their families.
- Treat children with respect and equally, regardless of their age, sex, language, religion, opinion or nationality, ethnic or social origin, status, class, caste, sexual orientation, or any other personal characteristics.
- Ensure that information concerning children, families and communities remains confidential.
- Make sure that another adult is present or try to be visible when I am in contact with a child.
- Listen and respond to the views and concerns of children, particularly if they communicate (verbally or nonverbally) that they do not feel safe or well.



- Demonstrate appropriate personal and professional boundaries.
- Contribute, as appropriate, to IF's policies, discussions, learning and reviews about child safety.
- Undertake an honest and thorough due diligence process for any new investee or grantee, if this is included in my job description.
- Immediately report all suspected or disclosed child harm or abuse as required by IF's child safety policy on internal and external reporting - even if the information or allegation is vague.
- Comply with IF's protocols on communication and media posted [here](#).

I understand that no actions will be taken against me when I – as required – report concerns in good faith and that disciplinary measures will be taken against staff:

- for retaliating against a colleague who reports concerns or cooperates with an investigation
- for maliciously and falsely reporting misconduct; and
- for not cooperating with an investigation.

**I explicitly agree that I will NOT:**

- Engage in any unlawful activity with or in relation to a child.
- Engage in any activity that is likely to physically, sexually or emotionally harm a child.
- Unlawfully discriminate against any child or their family members.
- Be alone with a child unnecessarily.
- Arrange personal contact, including online contact, with children I am working with for a purpose unrelated to IF's activities.
- Disclose personal or sensitive information about a child, including images of a child, unless the child and their parent or legal guardian gives consent.
- Use inappropriate language in the presence of children, or show or provide children with access to inappropriate images or material.
- Work with children while under the influence of alcohol or prohibited drugs.
- Ignore or disregard any suspected or disclosed child harm or abuse.
- Engage in any form of sexual activity with children (persons under the age of 18) regardless of the local age of consent. Mistaken beliefs regarding the age of a child is not a defense.
- Touch children, use language or make suggestions in an inappropriate manner, to provoke, harass or degrade the child or show disrespect for cultural practices.
- Close my eyes to, ignore or fail to report any concern, suspected violation or violation of the Child Safety Policy to [childsafety@imaginablefutures.com](mailto:childsafety@imaginablefutures.com).

**I understand that, in the event of suspicions or allegations made against me for actions in violation of the Code of Conduct, IF will take any action they deem necessary, which may include, but is not limited to:**

- Providing assistance for the victim/s and taking immediate steps to protect and support her/him.

- Attempting to establish the facts in the most objective manner possible while protecting the reputation and confidentiality of the people involved.
- Undertake disciplinary actions, which may result in my suspension or termination of employment or consulting contract.
- Initiating judicial proceedings and/or reporting to the competent authorities any violation of the Code of Conduct which may breach national legislation.
- Taking appropriate measures to ensure that such incidents do not occur again, for example, informing other organizations which may apply for professional references regarding the termination of contract due to violation of the Code of Conduct (within the legislative framework applicable to the protection of information).

I, the undersigned, declare I have received, read and understood the Imaginable Futures Child Safety Code of Conduct and I commit to know and agree to work in accordance with it. I understand that any failure to uphold the Code of Conduct may result in the termination of my engagement at Imaginable Futures, or further disciplinary or judicial proceedings as mentioned above.

Furthermore, I declare I have never been investigated, resigned, or lost any previous position due to a breach or suspected breach of a Code of Conduct, due to sexual exploitation, sexual abuse or any other form of harassment. IF reserves the right to inform other institutions - which may apply for professional references of the termination of contract for a serious violation of the Code of Conduct - within the legislative framework applicable to the protection of information.

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

Print Name: \_\_\_\_\_

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