

Attachment Code of Conduct and Rules

The Attachment Code of Conduct and rules outline expectations for employees of Afriana House.

Interactions between staff and children or youth residing at Afriana House may vary; some children may seek comfort through physical contact, while others may prefer less or no touch. It is not feasible to establish universal boundaries applicable in every situation, as individual needs differ and appropriate closeness can be essential for healthy development. However, it is imperative to recognize one absolute boundary: any form of physical violence (such as hitting or kicking) or sexual acts or contact between employees and minors are strictly prohibited.

To uphold these standards, Afriana Foundation has implemented a comprehensive code of conduct for all employees. This code includes two components: rules designed to foster a safe and transparent environment for all children/youth residing at Afriana House (prohibiting physical violence), and a definition of sexually inappropriate behavior that warrants immediate dismissal, enforced by Manager Nicole van Elteren.

Upon commencement of employment at Afriana House, individuals are required to review and sign this code of conduct, affirming their commitment to adhere to its principles.

The rules of conduct for employees at Afriana House are as follows:

1. Employees must create and maintain an environment in which minors feel secure and respected.
2. Employees must refrain from actions or treatment that compromise the dignity of minors.
3. Employees shall not engage in, nor tolerate, any form of inappropriate physical or sexual conduct or abuse towards minors. Any such behavior will result in immediate dismissal.
4. Physical contact should never be carried out in a manner that could reasonably be construed as crossing physical or sexual boundaries.
5. Employees are responsible for protecting minors from unequal treatment and boundary violations and must actively ensure adherence to the code of conduct among all staff members.
6. Employees are obligated to report any observed or suspected breaches of this code, particularly instances of suspected sexual misconduct, to Manager Nicole van Elteren.
7. In cases where the code does not provide explicit guidance, or if there is uncertainty regarding the appropriateness of certain behaviors—particularly

those of a physical nature—the manager, Nicole van Elteren, is to be consulted for direction. She will act in the spirit of the code of conduct and, if necessary, get in touch with the board of the foundation about it.

8. By sexually inappropriate behavior towards minors we mean: Any form of sexual behavior or sexual approach, verbal, non-verbal, or physical, intentional or unintentional, that is experienced as unwanted and forced by the minor subjected to it and occurs within an unequal power relationship. This code of conduct has been established by the board of the Afriana Foundation.

Employee signature Afriana House:

Name:

Date:

Place:

Signature: