

T.D.S.O – Siem Reap – Cambodia

CODE OF CONDUCT FOR STAFF

Version 3 – 16-11-2025

All board members, management, staff, volunteers, advisors, consultants, contractors, or any other personnel associated with TDSO are required to behave appropriately toward any other person, particularly children, fully respecting their rights and minimising any potential risk.

Staff and Volunteers must:

- Never hit or physically assault or abuse children. This includes, and is not limited to, kicking, punching, pushing, shoving, slapping, pinching, biting and/or threats of violence.
- Never develop or become involved in a physical or sexual relationship with a child
- Never develop a relationship that could be deemed as abusive or exploitative
- Not swear or use offensive language around the children
- Never participate in or condone the behaviour of children which is illegal, unsafe or abusive
- Never humiliate, belittle, or degrade a child. Any form of emotional abuse is not acceptable
- Never provide any child with alcohol, cigarettes, or drugs of any kind. These are never allowed on any TDSO premises.
- Not take drugs of any kind at any time. If confirmed, then you will be asked to leave.
- Be very careful and reserved when communicating or becoming friends with the children through social media such as Facebook and or personal emails
- Not give gifts to individual children. It is inappropriate and unfair to all other children. If the children require any supplies or stationery etc, please advise management
- Not provide individual financial support or promise that they will receive personal support or sponsorship. Sponsorship is to be arranged through the TDSO management and not directly with any child or family member
- Not use the threat of violence, abuse, or assault or to cause injury to any staff member or volunteer.
- Not spend time alone with a child, out of plain sight.
- Not transport any children by any means of transport without the explicit consent of the TDSO management.
- Always respect the right of the child for protection against abuse and exploitation
- Always act appropriately and in a culturally sensitive manner, with children, understanding the importance of my behaviour with children and the potential perceptions that may follow from my actions or words

Date, Name and signature