

Commitment to Protection of Children

The foundation of this Policy is our belief that all children deserve education, housing, and health care in an environment free from abuse, neglect, exploitation, and violence. "Child" or "children" in this Policy refers to persons under the age of 18 years.

One World Children's Fund ("One World") is committed to the four principles of the United Nations Convention on the Rights of the Child:

- 1) nondiscrimination;
- 2) the best interests of the child as the paramount consideration in all actions affecting children;
- 3) the child's right to life, survival, and development; and
- 4) the right of the child to express his or her views freely in those matters affecting the child.

Member Organizations

Organizations supported by One World (Members) are required to share our commitment to the protection of children and to have in place child protection policies and procedures applicable to anyone who interacts with children on behalf of the Member. One World also requires each of its Members to review and acknowledge receipt and understanding of this Policy.

Scope

This Policy applies to anyone who comes into contact with children served by current or prospective Members on One World's behalf, including One World's directors, officers, employees, consultants, and volunteers, such as fundraising champions.

All persons working or volunteering for One World are expected to share One World's commitment to the protection of children. This will be taken into account in the hiring and selection of directors, staff, volunteers, and consultants, particularly with respect to anyone who will be interacting with children served by current or prospective Members.

Prohibited Conduct

Conduct prohibited under this Policy includes all forms of physical, mental or emotional maltreatment, sexual abuse, neglect or negligent treatment, or financial, commercial or other exploitation resulting in actual or potential harm to the child's health, survival, development or dignity.

Conduct prohibited under this policy also includes discrimination and other forms of punishment on the basis of race, color, language, gender, sexual orientation, religion, political or other opinion, national, ethnic or social origin, disability, birth status, or the status, activities, expressed opinions, or beliefs of the child's parents, legal guardians, or family members.

Reporting

A copy of this policy shall be posted on One World's website at: <https://www.oneworldchildrensfund.org/reports-financials-policies>. Anyone with a reasonable suspicion that any person working or volunteering on behalf of One World or a Member has engaged in conduct prohibited by this Policy should immediately report the related facts to One World, using the procedures specified in this section. Such reporting is mandatory for everyone covered by this Policy.

Reports must be made in writing and should be as thorough and specific as possible. Reports should be addressed directly to the Chief Executive Officer (CEO). If the CEO is the subject of the report, the report should be submitted to any member of the Board of Directors of One World. In no case should a person making a report under this Policy take any action to confront the suspected perpetrator or begin any investigation on their own.

Reports may be made in the name of the complainant, on a confidential basis, or anonymously. Anonymous reports are more difficult to effectively act upon. For all complaints, One World will consider the nature of the allegations, credibility of the information, and the feasibility of confirming the allegations based on attributable sources and available information.

Reports must be made in good faith. Making a false or malicious allegation is not permitted or protected, and may

result in disciplinary action, up to and including termination of employment or volunteer status.

Whistleblower Protection

The One World Children's Fund Whistleblower Policy applies to One World employees and volunteers regarding good faith reports of misconduct under this Policy.

Handling of Reports

The CEO will promptly notify anyone making a report under this Policy that it has been received, unless the report is submitted anonymously or without contact information. The CEO shall promptly advise the full Board of Directors of all complaints made under this Policy. The CEO is responsible for evaluating, investigating and resolving all reported allegations of prohibited conduct under this Policy. The CEO may delegate this responsibility to others, as necessary and appropriate.

One World's CEO, or delegee, will make a case-by-case evaluation as to whether reported conduct comes within the scope of conduct prohibited by this Policy. In making this consideration, the CEO or delegee will take into account all relevant factors, including the best interests of the child.

All reports of conduct that are determined to fall within the scope of prohibited conduct under this Policy will be investigated as soon as practicable. Everyone covered by this Policy must cooperate fully with investigations under this Policy.

If warranted by the investigation, appropriate responsive or corrective action will be taken, up to and including termination of employment or volunteer status. This may also include referring the matter to the appropriate law enforcement authorities.

Confidentiality

Reports and related investigations will generally be kept confidential. However, One World may disclose information required to conduct an adequate investigation and may choose to publicly disclose the fact that it is investigating allegations of conduct prohibited by this Policy, as well as limited information necessary to explain the factual context.

Documentation of reports and investigations and the contents therein is considered confidential. This content will not be disclosed unless: 1) disclosure is authorized by the Board of Directors after consultation with legal counsel; or 2) the information is requested by law enforcement as part of an active investigation. Any unauthorized disclosure of such information will be viewed as a serious disciplinary offense and will result in disciplinary action, up to and including termination of employment or volunteer status.

By signing below, I acknowledge that I received a copy of One World's Child Protection Policy, I have read and understood the policy. I also confirm that I have been provided with the opportunity to ask questions about the policy.

If signing on behalf of a Member, my signature indicates my agreement with One World's requirement to implement a child protection policy for my organization.

Signature: _____

Date: _____

Print Name: _____

Title: _____

Member Organization Name (if applicable): _____

TO SUBMIT A REPORT, PLEASE CONTACT THE CEO:

August Pabst at august@owcf.org

This policy was adopted by the Board of Directors of One World Children's Fund at its Board Meeting on May 3, 2021.