



## ANNEX 5

### Behavioural Guidelines for RNI Staff and Collaborators

In RED NOSES International we seek to create safe and nurturing environments for children and vulnerable adults allowing them to enjoy the highest quality and professional art of clowning. All staff members of RNI on all levels of the organisations will have to abide to the RED NOSES International values and act in line with the RNI Safeguarding Policy. Employees commit to prevent any form of abuse or violence towards children and vulnerable adults.

**! All staff members need to sign these guidelines.**

As an employee or collaborator of RNI you will occasionally be in contact with children and vulnerable adults. Therefore, the following behavioural rules apply to all employees and collaborators:

- I have read and understood the RNI Children and Vulnerable Persons Safeguarding Policy and I have executed the Declaration of Commitment.
- I agree to take part in regular training on safeguarding according to the CVPS Policy.
- I agree to be aware and sensitive in my observation of children and vulnerable persons and will raise any concerns immediately to my local DSO, who will implement the necessary steps according to the policy.
- I will treat all received information about children and vulnerable persons confidentially.
- I will respect the beliefs, human dignity and concerns of children and vulnerable persons and will refrain from any inappropriate comments and hurtful language.
- I will refrain from any communication in my private social media about children and vulnerable persons whom I have encountered during my work assignments.
- I will not encourage any contact with children or vulnerable persons after my assignment is completed.
- When taking pictures for public relations purposes or other work-related reasons, the dignity and safety of children and vulnerable persons is guaranteed. Permission from the relevant legal guardians has been granted prior to any publication.
- The “two-adult rule” stating that a minimum of two adults are required to be present in a closed room with a child or vulnerable person, is to be followed at all times.
- I will not engage in any form of sexual relationship/contact with a child or vulnerable person.
- I will never exercise any abuse of power or authority against a child or vulnerable person.
- I will never exercise any form of physical, mental or sexual violence.
- I do not actively engage in physical contact with children or vulnerable persons unless required for me to carry out my artistic duties for the given assignment and in which case I will use my best judgement to act appropriately. If a child or vulnerable person initiates physical contact, I will respond appropriately to the situation, but will not encourage the physical contact.
- I will make sure that all third parties (journalists, sponsors, researchers, etc.) accompanying our projects have signed the respective guidelines.

