



Global Child Protection Policy

CURE International, Inc. (CURE) believes that human dignity is rooted in the truth that every human is created in the image and likeness of God. This means that all human beings have inherent worth and value regardless of class, race, gender, nationality, culture, education, religion, age, or any other divisions. Therefore, CURE seeks to consistently treat each individual with love, respect, and honor in a manner that preserves each individual's dignity and helps to strengthen and restore his or her sense of self-worth and value.

CURE is committed to protecting children and vulnerable persons from exploitation, abuse, violence and neglect, and strives to maintain an environment that is safe for children, vulnerable persons and their families.

Important Definitions:

1. **Child:** Every human being below the age of eighteen years, unless, under the law applicable to the child, majority is attained earlier (United Nations Convention on the Rights of the Child (1986) (Part 1, Article 1)).
2. **Child or Vulnerable Person Abuse:** Child or vulnerable person abuse constitutes all forms of physical and/or emotional ill-treatment, sexual abuse, negligent treatment or exploitation, resulting in actual or potential harm to the child's or vulnerable person's health, survival, development or dignity, in the context of a relationship of trust or power.
 - a. **Physical Abuse:** Behavior that results in a non-accidental injury to a child or vulnerable person.
 - b. **Emotional Abuse:** Behavior attacking a child's or vulnerable person's self-worth including belittling, terrorizing, isolating, rejecting, ignoring and corrupting a child or vulnerable person.
 - c. **Sexual Abuse:** Any sexual activity where consent is not or cannot be given, including sexual contact that is accomplished by force or threat of force, regardless of the age of the participants, and ALL sexual contact between an adult and a child or vulnerable person, regardless of whether there is deception or the child or vulnerable person understands the sexual nature of the activity (APSAC Handbook of Child Maltreatment).
3. **Child or Vulnerable Person Protection:** In recognizing the above definition of child or vulnerable person abuse, CURE strives to stand rooted in scripture to prevent abuse and to promote the dignity, inclusion, and healing of the children and vulnerable persons we serve.



4. **Covered Person:** A person covered by this Policy including a co-worker (employee), independent contractor, board member, consultant, intern, volunteer, student, trainee or partner of CURE.

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Code of Conduct

Recognizing that as a covered person, I am an integral part of CURE's commitment to creating a safe, healthy and respectful environment;

I hereby commit to abiding by the following behavioral guidelines designed to ensure the safety of the children and vulnerable persons we serve:

1. I will honor and respect the dignity of each child and vulnerable person I encounter through my interaction with CURE, remembering that every individual has inherent worth and value.
2. I acknowledge receiving and understanding the definitions of Child or Vulnerable Person Abuse and Child or Vulnerable Person Protection.
3. I commit to NOT engaging in any abusive behavior as delineated in the definitions and including (but not limited to): unwarranted, unwanted and/or inappropriate touching of a child or vulnerable person; bullying or harassment of a child or vulnerable person; using corporal punishment on a child or vulnerable person; developing an inappropriate relationship with a child or vulnerable person; spending time alone with a child or children or vulnerable persons; making sexually provocative or degrading comments or inappropriate jokes to a child or vulnerable person.
4. If I witness behavior that may be harmful to children or vulnerable persons, I will immediately report this to my supervisor.

Signature: Flora Gibbons Date: 02.01.2020

Printed Name: FLORA GIBBONS