



## RMI Love Animals (Iakwe Menin Mour) LLC

### Child Protection Policy

#### 1. Introduction

RMI Love Animals (Iakwe Menin Mour) LLC's Child Protection Policy (CPP) has been developed to help safeguard and protect children its workers have contact with. It reflects The Republic of The Marshall Islands Child Rights Protection Act (2015) objectives,

- to protect children from discrimination, exploitation and any other physical, emotional, or moral harm or hazards,
- to provide care and protection to children who need care and protection; and
- to promote the protection, development, and welfare of children.

Through its formation of the CPP and the adherence to its guiding principles, RMI Love Animals (Iakwe Menin Mour) LLC aims to raise awareness around child protection issues.

The policy will be reviewed annually and revised as needed.

#### 2. Definitions

- **Animal** – Dog (Canine) or cat (Feline)
- **Child** - According to the *UN Convention on the Rights of the Child* and the *Republic of Marshall Islands Child Rights Protection Act (2015)*, a child is anyone under the age of 18 years.
- **Child Economic Exploitation** – According to the *Republic of Marshall Islands Child Rights Protection Act (2015)* Child Economic Exploitation includes the worst forms of child labour, child begging, children's work and child domestic work not in accordance with the regulations of the Act, and other forms of exploitation, including all forms of slavery or practices similar to slavery, debt bondage or servitude; using children for profit, labour, sexual benefit, or for other personal or financial advantage – including producing, obtaining or distributing child exploitation material.
- **Child Labour** – use of children for work, especially work that is hazardous or interrupts a child's right to education and development.
- **Child Sexual Abuse / Exploitation** – use of a child or children for sexual benefit by an adult or older child, including commercial sexual exploitation of children in the form of child prostitution, child sex tourism, child pornography, and child trafficking for these purposes.
- **Emotional Abuse** – verbal or other acts towards children can damage a child's self-esteem or confidence.
- **Physical Abuse** – the use of physical force against a child (including hitting, shaking, punching, kicking, burning, and poisoning) that causes harm to a child.
- **Neglect** - the failure to provide a child (when it is possible to do so) the conditions that are culturally accepted as being essential for their development and wellbeing.
- **Worker**: refers to volunteers, employees, consultants, contractors, the Board of Directors, Executive Committee and Advisors, and anyone else who might be engaged to undertake work for RMI Love Animals (Iakwe Menin Mour) LLC.



## **Policy Scope**

This CPP binds RMI Love Animals (Iakwe Menin Mour) LLCs Board of Directors, Executive Committee, Advisors, Members, volunteers, veterinarians, and other partners with whom it interacts.

### **3. Principles, Values and Beliefs**

RMI Love Animals (Iakwe Menin Mour) LLC,

- is committed to upholding child rights, including the right to be protected.
- will not accept or tolerate any form of child abuse.
- programs and operations will do no harm to children.
- recognises the link between animal cruelty, child abuse, and domestic and interpersonal violence, and that cruelty to animals is a strong marker for other forms of violence.
- supports and encourages collaboration with RMI Authorities and the community to raise awareness of this link, to identify and investigate cases involving both animal cruelty and interpersonal violence, and to promote early intervention strategies.
- supports the development of systems for reporting of child abuse between the community, the Police, and relevant community service agencies.
- believes its Board of Directors, Executive Committee, Advisors, members, veterinarians, volunteers, and other frontline staff should be trained and supported to identify and report suspected cases of child abuse.
- will only engage workers who are over the age of 18 years and who agree to be bound by this CPP.
- will undertake Police security checks of its workers.
- will not engage and will terminate a worker if they are deemed to pose an unacceptable risk to children.

### **4. RMI Love Animals (Iakwe Menin Mour) LLC Recruitment and Termination of Workers**

RMI Love Animals (Iakwe Menin Mour) LLC believes recruitment screening processes can help protect and safeguard children at a fundamental level. This is achieved through the early identification of risks and concerns associated with a potential worker that might be acting on behalf of the organization. For this reason, recruitment screening processes will include criminal record checks with MIPD (Captain Vincent Tani [cvincenttani@gmail.com](mailto:cvincenttani@gmail.com)) before engagement.

RMI Love Animals (Iakwe Menin Mour) LLC workers will be suspended, transferred, or dismissed from their assignment if they are under investigation or found to have breached the CPP.

### **5. Child Protection Training**

RMI Love Animals (Iakwe Menin Mour) LLC's CPP will be shared and discussed at all worker inductions and annually with the Executive Committee and Advisors. This will ensure workers are fully aware of their responsibilities to protect children and how to report concerns/allegations of child exploitation and abuse. Additionally, all RMI Love Animals (Iakwe Menin Mour) LLC workers must complete annual Preventing Sexual Abuse and Exploitation (PSEA) online training.



## 6. Child Protection Code of Conduct

RMI Love Animals (Iakwe Menin Mour) LLC upholds the behaviours outlined in the *UN Convention on the Rights of the Child* and expects its workers to,

- treat children with respect
- not use physical punishment on children
- immediately report concerns or allegations of child exploitation and abuse and policy non-compliance in accordance with LMM's procedures
- immediately disclose all charges, convictions and other outcomes of an offence that relates to child exploitation and abuse, including those under traditional law
- not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- not engage children in any form of sexual intercourse or sexual activity, including paying for sexual services.
- wherever possible, ensure that another adult is present when working near children.
- not invite unaccompanied children into private dwellings unless they are at immediate risk of injury or in physical danger.
- not sleep close to unsupervised children unless necessary, in which case the supervisor's permission must be obtained, and ensuring that another adult is present if possible.
- never use any computers, mobile phones, video cameras, cameras or social media to exploit or harass children, or access child exploitation material through any medium not use physical punishment on children.
- comply with all relevant local legislation in relation to child labour.
- immediately report concerns or allegations of child exploitation and abuse and policy noncompliance in accordance with appropriate procedures.
- immediately disclose all charges, convictions and other outcomes of an offence that relates to child exploitation and abuse, including those under traditional law, which occurred before or occurs during association with RMI Love Animals (Iakwe Menin Mour) LLC.
- be aware of behaviour and avoid actions or behaviours that could be perceived by others as child exploitation and abuse.

When photographing or filming a child or using children's images, RMI Love Animals (Iakwe Menin Mour) LLC's workers will:

- take care to ensure local traditions or restrictions for reproducing personal images are adhered to before photographing or filming a child.
- obtain informed consent from the child and parent or guardian of the child before photographing or filming a child. An explanation of how the photograph or film will be used must be provided.
- ensure photographs, films, videos and social media present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should be adequately clothed and not in poses that could be seen as sexually suggestive.
- ensure images are honest representations of the context and the facts.
- ensure file labels, meta data or text descriptions do not reveal identifying information about a child when sending images electronically or publishing images in any form.



## 7. Incident Reporting and Response Procedures

Any RMI Love Animals (Iakwe Menin Mour) LLC worker who becomes aware of a situation or act which may amount to child neglect, abuse, maltreatment, and exploitation while interacting with children, must immediately report details to RMI Love Animals (Iakwe Menin Mour) LLC's Director or Deputy Director, who will report to RMI's Child Protection Office. Upon request, the worker is obligated to communicate all information that is likely to facilitate the investigation and to identify perpetrators or victims.

**What to report** – Concerns or allegations of child abuse, exploitation, or any alleged breach of RMI Love Animals LLC's CPP. These can come in many forms – disclosures from children, witnessing abuse, or noticing someone acting in a concerning way.

**How to report** – By phone call, in person or in writing to the RMI Love Animals (Iakwe Menin Mour) LLC's Director and Deputy Director – who will then report externally. All information reported will be treated as confidential.

**When to report** – Any concerns must be reported within 24 hours.

**Who to report to** – Reports must be submitted to the RMI Love Animals (Iakwe Menin Mour) LLC's Director or Deputy Director.

Under the RMI Child Rights Protection Act (2015), all Child Protection reports are to be made to the RMI Childs Rights Office – who then informs the police. UNLESS there is immediate significant harm to a child, in which case the police need to be called immediately and a referral also made to the Child Protection office.

According to the *Republic of Marshall Islands Child Protection Act (2015)*, Workers who fail to report shall be guilty of an offence and upon conviction be liable to a fine not exceeding \$5,000.

Additionally, RMI Love Animals (Iakwe Menin Mour) LLC will terminate their engagement as a Worker.

## 8. Child Protection Risk Assessments/Review

Risk Assessments are undertaken to prevent incidents from happening; reduce risks. IMM may wish to also consider having a 'risk log' which documents (over time) potential risks and the control measures.

For example:

Activity = IMM staff visiting schools for awareness raising on animal care.

Risk = children at the school may be approached by someone who wants to exploit or harm a child

Control = criminal record checks for all staff and contractors; reference checks; signing IMM's CP Policy.

Risk assessments are a very good way to prevent harm and help to strengthen an organisation's CP Policy.



## ENDORSEMENT

Policy Name	RMI Love Animals (Ikwé Menin Mour) LLC Child Protection
Status	Policy Review
Date Implemented	30 November 2022
Next Review	30 November 2025