



Congregation of Jesus Mary Joseph (JMJ)
Generalate, Via Tevere 5/D 00198, Rome, Italy

Congregational Safeguarding Office
Divyodaya, 6-3-900, Somajiguda, Hyderabad 500082



Code of Conduct

I _____, born on _____ the member/associate of the Congregation of Jesus Mary Joseph will:

1. Adhere to the Safeguarding Policy, and comply with all relevant laws and policies of the State, and the laws of the countries in which the Congregation operates.
2. Treat everyone with respect regardless of national, regional, sexual orientation, gender, language, religion, political opinion, disability, ethnic or socio-economic origin.
3. Ensure that any physical contact with children is in response to the needs of the child, not the adult. The same applies regarding vulnerable adults.
4. Ensure, wherever possible, that another adult is present when working in the proximity of children.
5. Ensure that the buildings and/or facilities used for activities with children are suitable, safe, and secure.
6. Use all forms of technology, electronic devices, and social media responsibly to ensure that children and vulnerable adults are not exploited or harassed.
7. Portray children and vulnerable adults respectfully and appropriately when using visual images.
8. Comply with local traditions and restrictions when reproducing personal images.
9. When photographing or filming a child for public use, seek informed and prior consent from the parent or the guardian of the child at that particular time. In regard to vulnerable adults, the same permission should be obtained from the respective care-giver if the vulnerable adult is unable to give consent.
10. When sending images or personal data electronically, ensure that file labels do not reveal identifying information about a child or vulnerable adult.
11. Ensure that children and vulnerable adults who are filmed or photographed are presented in a dignified and respectful manner; that they are adequately clothed; and that the images are honest representations of the context and the facts.
12. Refrain from language or behaviour that is inappropriate, harassing, abusive, sexually provocative, demeaning, or culturally incorrect.
13. Refrain from any form of physical and psychological abuse, including corporal punishment.
14. Refrain from any kind of gossip that is abusive and defames the person.
15. Refrain from any form of sexual abuse or illegal sexual activity, including paying for sexual services or acts.
16. Refrain from doing things for children or vulnerable adults that they are capable of doing for themselves such as washing, undressing and using the toilet.



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17. Refrain from providing private transportation to children or vulnerable adults unless absolutely necessary.
18. Refrain from inviting unaccompanied children or vulnerable adults into personal dwellings, unless they are at immediate risk of injury or in physical danger.
19. Refrain from sleeping close to unsupervised children or vulnerable adults, unless absolutely necessary, in which case the individual must obtain external permission and ensure that another adult is present.
20. Refrain from demonstrating favouritism to children or vulnerable adults through the provision or receipt of gifts.
21. Refrain from giving alcohol, tobacco, or drugs to children or vulnerable adults.
22. Refrain from consumption of alcohol or drugs while being with children or vulnerable adults.
23. Refrain from hiring children or vulnerable adults for a domestic activity or other labour that is inappropriate to their age or developmental stage; interfering with the time available for children's education and recreational activities; or exposing them to significant risk or injury.
24. Refrain from any form of grooming, sexting, or possessing abusive or indecent images of children or vulnerable adults.
25. Refrain from advocating clericalism and hierarchicalism.
26. Report any suspicions of non-compliance with this Code of Conduct to the appropriate authorities immediately.

I hereby declare that I will abide by the Congregational Safeguarding Policy and accept the consequences of any breach or non-compliance with the Code of Conduct and Safeguarding Policy. I confirm that I am signing this declaration with full knowledge, understanding, and in sound mind.

Signature:

Place:

Date: