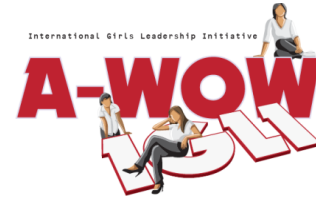




AWOW Child Protection Policy



In today's society child abuse and child accusations are occurring daily. Therefore it is important that A-WOW Inc. take steps to protect the children to whom we mentor and protect our workers and volunteers from false accusations.

All volunteers and paid workers are required to undergo a national criminal background check and complete a volunteer application process in accordance with A-WOW's Child Protection Policy.

Introduction

Our mission is to assist girls and young women in assuming active leadership roles in their community by fostering and promoting education, leadership and skill development through training, innovative learning opportunity and facilitating a cross-cultural exchange of ideas through bolstering international relationships and advocating the eradication of female gender inequalities.

We believe that child protection is crucial to ensuring that children under 18 years of age have the rights, confidence and environment in which they can make choices, express their views and communicate effectively with other children and adults. Children cannot become empowered change agents to improve their lives and that of their families and communities if they are not safeguarded from abuse, discrimination and harm of any kind, be it physical, sexual, emotional or neglect.

While this document relates to the A-WOW Inc., A-WOW International Girls Leadership Initiative and A-WOW Global Initiatives, it will be necessary in the future for all of our international partners to develop a Child Protection Policy that is appropriate to their own culture and legal system (taking into account the universal human rights standards of the Convention on the Rights of the Child).

1. Definitions

Child

For the purposes of this policy, a "child" is defined as anyone under the age of 18, in line with the UN Convention on the Rights of the Child.

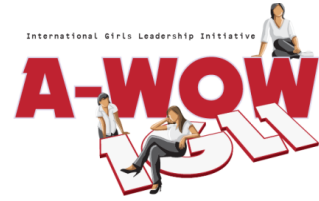
Child abuse

According to the World Health Organization, "Child abuse" or "maltreatment" constitutes 'all forms of physical and/or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the child's health, survival, development or dignity in the context of a relationship of responsibility, trust or power.

"Cruelty to children" or "child abuse" -behavior that causes significant harm to a child. It also includes when someone knowingly fails to prevent serious harm to a child. All forms of cruelty are damaging – it can be harder to recover from the emotional impact than from the physical effects.



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These definitions therefore point to four types of cruelty:

Physical abuse: including hurting or injuring a child, inflicting pain, poisoning, drowning, or smothering.

Sexual abuse: including direct or indirect sexual exploitation or corruption of children by involving them (or threatening to involve them) in inappropriate sexual activities.

Emotional abuse: repeatedly rejecting children, humiliating them or denying their worth and rights as human beings.

Neglect: the persistent lack of appropriate care of children, including love, stimulation, safety, nourishment, warmth, education, and medical attention.

A child who is being abused may experience more than one type of cruelty.

Discrimination, harassment, and bullying are also abusive and can harm a child, both physically and emotionally.

Child protection

Child protection is a broad term to describe philosophies, policies, standards, guidelines and procedures to protect children from both intentional and unintentional harm.

Direct contact with children

Being in the physical presence of a child or children, whether contact is occasional or regular, short or long term. In the US this could involve delivering talks to schools, churches and youth groups. Overseas this could involve project/site visits and attending conferences at which children are also present.

Indirect contact with children

- 1) Having access to information on children, such as children's names, locations (addresses of individuals or projects), photographs and case studies.
- 2) Providing funding for organizations that work 'directly' with children.

Partner

For the purposes of this policy:

- 3) An overseas organization that receives funding from or on the behalf of A-WOW Inc., whether funding is occasional or regular, short or long term, for a specific project or towards core costs and regardless of the amount of money involved.