



Partner Housing Australasia (Building) Incorporated
ABN 88 722 057 429 CFN: 15429
Web: www.partnerhousing.org
Pro-bono professional services and funding for South Pacific
village infrastructure, housing, water, sanitation and training.



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Partner Housing is a signatory to the ACFID Code of Conduct, which is a voluntary, self-regulatory sector code of good practice. As a signatory we are committed and fully adhere to the ACFID Code of Conduct, conducting our work with transparency, accountability and integrity.

Child Protection Policies, Procedures and Checklists



Basis

These policies and procedures set out the means of complying with the requirements of the "Constitution, Policies & Code of Conduct" of Partner Housing Australasia (Building) Incorporated.

Signed

Rod Johnston
President / CEO / Public Officer
Partner Housing Australasia (Building) Incorporated

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Revisions

- P21010110-1a 1 February 2022
 Correction of minor typographical errors.
 Change of name throughout to “Partner Housing Australasia”.

Policies

81. Child Protection Policy

- (a) Partner Housing Australasia and its Partner Organisations shall ensure that its activities do not in any way harm, or contribute to harm to children, either directly or indirectly.
- (b) Partner Housing Australasia and its Partner Organisations shall not participate in, or condone, child abuse or exploitation.
- (c) Partner Housing Australasia and its Partner Organisations shall not participate with organisations or individuals involved in activities that could be associated, either directly or indirectly, with child abuse or exploitation; or if they pose any risk to children's safety or wellbeing.
- (d) Notwithstanding the paragraphs below, Partner Housing Australasia, its Volunteers and its Partner Organisations are involved in construction of physical infrastructure, and therefore do not work with children. Appropriate to their circumstances and the extent of their contact with children, Partner Housing Australasia and its Partner Organisations shall ensure that this Child Protection Policy and the associated Procedures for dealing with children are regularly reviewed. The Policy is based on a considered risk assessment and as appropriate to the risk, addresses:
 - i. Development program planning and implementation;
 - ii. Use of images and personal information for fundraising and promotion purposes;
 - iii. Personnel recruitment including staff, volunteers, consultants and suppliers – in both Australia and overseas;
 - iv. All applicable legal obligations including mandatory police checks where available and appropriate for all personnel who have regular contact with children;
 - v. Behaviour protocols or codes;
 - vi. Education and training of personnel and communication of the policy to all stakeholders; and
 - vii. Reporting procedures.
- (e) Partner Housing Australasia and its Partner Organisations shall ensure that their complaints handling processes are child friendly.
- (f) Partner Housing Australasia and its Partner Organisations shall seek ways to incorporate the voices of children in shaping the development programs that affect them.
- (g) The implementation, reporting and monitoring compliance with this policy shall be as set out in the "Procedures".
- (h) Partner Housing Australasia shall ensure that its Partner Organisations, Volunteers, Contractors or other personnel working on behalf of the organisation provide the following specific protections for children –
 - i. Treat children with respect regardless of race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status;
 - ii. Not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate;
 - iii. Not engage children in any form of sexual activity or acts, including paying for sexual services or acts, where under the law(s) applicable to the child (including Part IIIA of the Australian Crimes Act 1914 (Commonwealth) as amended), the child is below the age of consent or the act(s) are an offence under relevant laws;
 - iv. Wherever possible, ensure that another adult is present when working in the proximity of children;
 - v. Not invite unaccompanied children into my home, unless they are at immediate risk of injury or in physical danger;
 - vi. Not sleep close to unsupervised children unless absolutely necessary, in which case must obtain a supervisor's permission, and ensure that another adult is present if possible;

- vii. Use any computers, mobile phones, or video and digital cameras appropriately, and never to exploit or harass children or to access child pornography through any medium (see also 'Use of children's images for work related purposes');
 - viii. Refrain from physical punishment or discipline of children (excluding their own children);
 - ix. Refrain from hiring children for domestic or other labour which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury;
 - x. Not supply or provide drugs or alcohol to children;
 - xi. Not make gifts to children;
 - xii. Comply with all relevant Australian and local legislation, including labour laws in relation to child labour;
 - xiii. Immediately report concerns or allegations of child abuse in accordance with appropriate procedures.
- (i) Partner Housing Australasia, and its Volunteers, Contractors or other personnel working on behalf of the organisation, shall observe the following, when photographing or filming a child for work related purposes:
- i. Before photographing or filming a child, assess and endeavour to comply with local traditions or restrictions for reproducing personal images;
 - ii. Before photographing or filming a child, obtain consent from the child or a parent or guardian of the child and explain how the photograph or film will be used;
 - iii. Ensure photographs, films, videos and DVDs 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;
 - iv. Ensure images are honest representations of the context and the facts;
 - v. Ensure file labels do not reveal identifying information about a child when sending images electronically.

Procedures

Policy

- (j) Partner Housing Australasia and its Partner Organisations shall ensure that its activities do not in any way harm, or contribute to harm to children, either directly or indirectly.
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- (l) Partner Housing Australasia and its Partner Organisations shall not participate with organisations or individuals involved in activities that could be associated, either directly or indirectly, with child abuse or exploitation; or if they pose any risk to children's safety or wellbeing.
- (m) Notwithstanding the paragraphs below, Partner Housing Australasia, its Volunteers and its Partner Organisations are involved in construction of physical infrastructure, and therefore do not work with children. Appropriate to their circumstances and the extent of their contact with children, Partner Housing Australasia and its Partner Organisations shall ensure that this Child Protection Policy and the associated Procedures for dealing with children are regularly reviewed. The Policy is based on a considered risk assessment and as appropriate to the risk, addresses:
 - viii. Development program planning and implementation;
 - ix. Use of images and personal information for fundraising and promotion purposes;
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 - xi. All applicable legal obligations including mandatory police checks where available and appropriate for all personnel who have regular contact with children;
 - xii. Behaviour protocols or codes;
 - xiii. Education and training of personnel and communication of the policy to all stakeholders; and
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- (n) Partner Housing Australasia and its Partner Organisations shall ensure that their complaints handling processes are child friendly.
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 - ii. Not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate;
 - iii. Not engage children in any form of sexual activity or acts, including paying for sexual services or acts, where under the law(s) applicable to the child (including Part IIIA of the Australian Crimes Act 1914 (Commonwealth) as amended), the child is below the age of consent or the act(s) are an offence under relevant laws;
 - iv. Wherever possible, ensure that another adult is present when working in the proximity of children;
 - v. Not invite unaccompanied children into my home, unless they are at immediate risk of injury or in physical danger;
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- vii. Use any computers, mobile phones, or video and digital cameras appropriately, and never to exploit or harass children or to access child pornography through any medium (see also ‘Use of children’s images for work related purposes’);
 - viii. Refrain from physical punishment or discipline of children (excluding their own children);
 - ix. Refrain from hiring children for domestic or other labour which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury;
 - x. Not supply or provide drugs or alcohol to children;
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 - xii. Comply with all relevant Australian and local legislation, including labour laws in relation to child labour;
 - xiii. Immediately report concerns or allegations of child abuse in accordance with appropriate procedures.
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 - ii. Before photographing or filming a child, obtain consent from the child or a parent or guardian of the child and explain how the photograph or film will be used;
 - iii. Ensure photographs, films, videos and DVDs 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;
 - iv. Ensure images are honest representations of the context and the facts;
 - v. Ensure file labels do not reveal identifying information about a child when sending images electronically.

Responsible Personnel

All personnel have a responsibility to ensure that the Policy and Procedures are observed.

The personnel with specific tasks designated in the position descriptions, and/or most likely to be involved in implementation are Chief Executive Officer, Resource Development Manager, Property Manager, Administration Manager, Regional Managers and Project Managers.

Context

Partner Housing Australasia’s principal mission is in designing and building simple, decent, affordable housing and reliable village infrastructure that relate directly to the improvement of the daily lives of poor people in villages in developing countries. This includes:

- Houses
- Village community centres
- Village schools
- Village clinics
- Access roads to the above
- Water collection (e.g. wells & tanks) and reticulation to the above
- Septic systems and latrines to the above

- Hospitals

General Definition

Child Abuse Activities that in any way harm, or contribute to harm of children, either directly or indirectly, or their exploitation. This includes violence, sexual abuse, commercial exploitation and the like.

Definitions

Duty of Care Duty of Care is a common law concept that refers to the responsibility of the organisation to provide children with an adequate level of protection against harm. It is the duty of the organisation to protect children from all reasonably foreseeable risk of injury.

Child and young person

A child or young person is regarded to be any person under the age of 18 years, unless a nation's laws recognise adulthood earlier.

Child Protection Is the term used to describe the responsibilities and activities undertaken to prevent or stop children being abused or maltreated.

Child Abuse Abuse happens to male and female children of all ages, ethnicity and social backgrounds, abilities, sexual orientation, religious beliefs and political persuasion. Child abuse includes physical, sexual, emotional, neglect, bullying, child labour and domestic violence.

Both boys and girls can be the victims of abuse, and abuse can be inflicted on a child by both men and women, as well as by young people themselves.

In some cases, professionals and other adults working with children in a position of trust also abuse children.

Physical abuse This occurs when a person purposefully injures or threatens to injure a child or young person. This may take the form of slapping, punching, shaking, kicking, burning, shoving or grabbing. The injury may take the form of bruises, cuts, burns or fractures.

Emotional abuse This occurs when a child is repeatedly rejected or frightened by threats. This may involve name calling, being put down or continual coldness from parent or caregiver, to the extent that it affects the child's physical and emotional growth.

Neglect Neglect is the persistent failure or the deliberate denial to provide the child with clean water, food, shelter, sanitation or supervision or care to the extent that the child's health and development are placed at risk.

Sexual abuse This occurs when a child or young person is used by an older or bigger child, adolescent or adult for his or her own sexual stimulation or gratification - regardless of the age of majority or age of consent locally. These can be contact or non-contact acts, including threats and exposure to pornography.

Child-Sex Tourism

ECPAT International defines child-sex tourism as:

'...the commercial sexual exploitation of children by men or women who travel from one place to another, usually from a richer country to one that is less developed, and there engage in sexual acts with children, defined as anyone aged under 18 years of age.' (ECPAT International, 2006)

Bullying Bullying is the inappropriate use of power by an individual or group, with an intent to injure either physically or emotionally. It is usually deliberate and repetitive. The bullying may be physical or psychological (verbal and non-verbal).

- Physically, bullying includes pushing, hitting, punching, kicking or any other action causing hurt or injury.
- Verbal bullying includes insults, taunts, threats and ridicules.
- Psychological bullying includes physical intimidation and ostracism.

Exposure to Domestic Violence

Domestic violence occurs when children and young people witness or experience the chronic domination, coercion, intimidation and victimisation of one person by another by physical, sexual or emotional means within intimate relationships. (adapted from the Australian Medical Association definition)

Particularly vulnerable children

Child abuse takes place not only within the family environment, but also outside the family, including: institutions, at work, on the streets, in war zones and emergencies.

Children in emergencies

Children in emergencies are especially vulnerable to abuse and exploitation. In an emergency or crisis situation, children are extremely vulnerable when they become part of a displaced or traumatised population.

Client Organisations

The pro-bono Design & Documentation work, and the Building work, undertaken by Partner Housing Australasia, is provided to well-established non-government organisations that are involved only in the humanitarian activities listed in "Context".

Risk of Association with Child Exploitation

The normal Partner Housing Australasia activities are unlikely to bring the organisation or its members and volunteers into contact with children. In particular:

- Pro-bono design & documentation work is carried out by volunteer professionals in Australia in their own offices or places of normal business.
- The building work funded by Partner Housing Australasia and carried out in developing countries is performed by implementing partner NGOs, subject to the controls and monitoring specified below.
- On very rare occasions, Partner Housing Australasia Volunteers may visit sites in developing countries for purposes of supervising, mentoring, training, auditing or assessing projects. This work would normally not bring the Volunteer into contact with children; although care is taken to ensure that there is no contact with child abuse or exploitation. The Volunteers shall be subject to the additional training, controls and police checks listed below.

Child-safe recruitment, screening processes and criminal record checks

On the very rare occasions that Partner Housing Australasia volunteers visit sites in developing countries, the following shall apply:

- Partner Housing Australasia shall provide and explain a copy of this Child Protection Policy to the Volunteers, contractors or other personnel working overseas on behalf of the organisation.
- Partner Housing Australasia shall check the suitability of Volunteers, Contractors or other personnel working overseas on behalf of the organisation. This shall include questioning, checking any references and by obtaining a police criminal record check.

The Volunteers shall be subject to the additional training, controls and police checks listed below.

Detection of Child Abuse

Volunteers shall be cognisant during review of on-site evidence (whether in person or through emails, photographs etc) to be aware of the existence of child abuse, and report any suspicious behaviour as appropriate.

The Senior Volunteer shall be alert for and report noncompliance or child abuse.

The means of reporting shall be in the format set out in Project File (see sample in Appendix 4 of these Procedures).

If an instance of child abuse is detected, the Senior Volunteer shall raise it with the Regional Manager and Chief Executive Officer, who shall notify DFAT, the Commonwealth Police and the local police as appropriate and, if appropriate, implement procedures to terminate the MOU.

The relevant details and Board resolutions regarding the matter shall be recorded in the Minutes.

Child protection complaints management procedure

Should Partner Housing Australasia or its Board become aware of any alleged incident of possible child abuse or exploitation, Partner Housing Australasia shall immediately inform DFAT, the Commonwealth Police and the local police as appropriate; and shall provide all relevant details. The relevant details and Board resolutions regarding the matter shall be recorded in the Minutes.

Training

Members, Directors, Volunteers and Partner organisations shall be made aware of this policy and these procedures, by:

- Tabling and discussing them at the AGM;
- Tabling and discussing them at the February Board Meeting (as part of the training package);
- Including them with any brief provided to volunteers, contractors or other personnel working on behalf of the organisation. (Partner Housing Australasia is a voluntary organisation and does not employ staff); and
- Including them with any Memorandum of Understanding with Partner Organisations.

Child Protection Code of Conduct

Partner Housing Australasia, and its Volunteers, Contractors or other personnel working on behalf of the organisation, shall:

- Treat children with respect regardless of race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status;
- 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 activity or acts, including paying for sexual services or acts, where under the law(s) applicable to the child (including Part IIIA of the Australian Crimes Act 1914 (Commonwealth) as amended), the child is below the age of consent or the act(s) are an offence under relevant laws;
- Wherever possible, ensure that another adult is present when working in the proximity of children;
- Not invite unaccompanied children into my home, unless they are at immediate risk of injury or in physical danger;
- Not sleep close to unsupervised children unless absolutely necessary, in which case must obtain a supervisor's permission, and ensure that another adult is present if possible;
- Use any computers, mobile phones, or video and digital cameras appropriately, and never to exploit or harass children or to access child pornography through any medium (see also 'Use of children's images for work related purposes');
- Refrain from physical punishment or discipline of children (excluding their own children);
- Refrain from hiring children for domestic or other labour which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury;
- Not supply or provide drugs or alcohol to children;
- Not make gifts to children;
- Comply with all relevant Australian and local legislation, including labour laws in relation to child labour;
- Immediately report concerns or allegations of child abuse in accordance with appropriate procedures.

Partner Housing Australasia, and its Volunteers, Contractors or other personnel working on behalf of the organisation, shall observe the following, when photographing or filming a child for work related purposes:

- Before photographing or filming a child, assess and endeavour to comply with local traditions or restrictions for reproducing personal images;
- Before photographing or filming a child, obtain consent from the child or a parent or guardian of the child and explain how the photograph or film will be used;
- Ensure photographs, films, videos and DVDs 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 do not reveal identifying information about a child when sending images electronically.

Commitment to Prevent Harm to Children

Partner Housing Australasia commits to ensuring that no Volunteers, Contractors or other personnel that pose an unacceptable risk to children's safety or wellbeing are able to interact with children. Such services of such personnel will immediately be terminated. (See also the procedures for informing AUSAID and the police).

Provision for Termination

In order to be able to implement the above commitment, briefs to Volunteers, Contractors or other personnel shall include a provision to personnel who breach the child protection code of conduct. The following wording shall be inserted:

Failure to adhere to the Child Protection Policy, and in particular, the "Declaration Regarding Child Protection Code of Conduct" and "Declaration Regarding Use of Children's Images for Work-Related Purposes" shall result in a termination of this work agreement.

Policy Compliance Regime

Partner Housing Australasia exercises zero tolerance in respect of proven breaches of the Child Protection Policy. Offending volunteers, contractors or other personnel shall not be used by the organisation/

Review of Policies and Procedure

This policy and the associated procedures shall be reviewed annually as part of the scheduled general policy review.

Responsibility for Risk Assessment for DFAT Activity

The Responsible Officer shall undertake risk assessments for DFAT activities, including those that involve working with children (including volunteer sending assignments).

Contractual Requirement

Partner Housing Australasia performs contract work for DFAT and shall comply with all contractual requirements relating to DFAT's *Child Protection Policy*.

Procedures to Ensure Child Protection

- A Memorandum of Understanding, including the relevant policy, shall be signed by each Partner Organisation.
- The Child Protection Policy shall be distributed to all Directors and Regional Managers and reviewed in the context of this and other projects at each February Board Meeting.

- A report on DFAT and Internet searches of Child Protection in the context of Partner Organisations and any known noncompliance shall be presented to the February Board Meeting.
- An Australian Federal Police check of each overseas Volunteer shall be obtained.
- Overseas Volunteers shall sign the Declarations & be aware of the Child Protection Policy (including Images). As evidence that the volunteers, contractors or other personnel working on behalf of the organisation understand and agree to abide with this policy, they shall be required to sign a copy of the “Declaration Regarding Child Protection Code of Conduct” and, if appropriate, “Declaration Regarding Use of Children’s Images for Work-Related Purposes”. These signed declarations shall be kept in the permanent records of the organisation. See Appendix 3.
- The Senior Volunteer shall be alert for and report noncompliance, including child abuse or terrorism activity.

Further Practices to Promote Child Protection

The procedures for implementing and managing this policy include the following:

- Only contract with, or provide funds to, organisations; and not to individuals.
- Ensure Partner Organisations are well-known and are reputable, and have key development goals and Child Protection Policies in alignment with the Partner Housing Australasia policies and DFAT’s *Child Protection Policy*.
- When establishing working arrangements, Contracts and/or Memoranda of Understanding with client NGOs, obtain and assurance and a copy of their Child Protection Policy.
- Accounts shall be audited by Australian Auditors and records shall be available for review. All donations shall be listed in financial statements provided at Annual General Meetings, including bank account name. Ensure that finances are not being directed towards individuals or organisations known to be involved in child exploitation.
- Be cognisant during review of on-site evidence (whether in person or through emails, photographs etc) to be aware of the existence of child exploitation, and report any suspicious behaviour as appropriate.

Photography

As a member of ACFID and a licensed charitable NGO, it is incumbent on all PHA members and representatives to adhere to DFAT and ACFID policy when it comes to taking photographs and recording videos of people involved in our programs, particularly of children. Please refer to our [key policies](#) for further information.

Below is a step by step guide for ensuring the photos/videos we obtain respect and protect the people we portray, and align with policy.

1. If you wish to take a photo and/or video of someone, ask their permission and ensure they understand why you wish to do so (telling their story, sharing photos from the trip on the website etc.) In the case of featuring children, ensure you have their parents’ or guardian’s permission. In some cases it may be best to gain permission from a community leader.
2. When you have taken the photos and/or videos, ask them to sign the photo/video release form. Explain that the purpose of the form is to make sure we have their informed consent to use their image on our website, social media and any other communication forms. If there are children, ensure their parent and/or guardian signs the form on their behalf
3. Hold on to all signed forms and send them to Nicola – nicola.smart1992@gmail.com along with the photos/videos

Note that we cannot use photography or video if we don’t have permission from the subjects. Visual imagery is integral to our storytelling and spreading the message of the fantastic work we do, so it’s incredibly important to get these photos/videos and consent from the people in them, so we can safely use them.

National Police Check and Working with Children Check

Volunteer serving overseas shall obtain a National Police Check by accessing the Federal Police website and completing the appropriate documentation. <https://afpnationalpolicechecks.converga.com.au/> , Code 35.

Volunteer serving overseas shall obtain a NSW Working with Children Clearance by accessing the NSW Government website and completing the appropriate documentation.

<https://wwccheck.cyp.nsw.gov.au/Applicants/Application>

The cost associated with these checks will be refunded by Partner Housing Australasia.

The National Police Check certificate and NSW Working with Children Clearance shall be forwarded to –

Robyn Johnston
272 Blackwall Road, Woy Woy NSW 2256
robyn@electronicblueprint.com.au
Phone: 0432 611 550

Photo Release Form



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As a member of Australian Council for International Development and signatory to the ACFID Code of Conduct, we are committed to achieving high standards of financial reporting, management and ethical practice.

No Photo	Photo OK
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Partner Housing Australasia Photo Release Form

Please sign this form to allow Partner Housing to use photos of you.

We like to use photos for: our website, social media and other communications.

We may use your photo now or in the future, from the date of this release form.

We may have no control over a third party using your photo/video. You won't have an interest in the copyright of the photo/video and will not claim any financial reward for them.

You release and discharge PHA from all claims and demands connected with the use of the photo/video, including breach of privacy and intellectual property rights.

Please sign to confirm you have read and understood this release form.

Name:

Address:

Phone:

Date:

Signed:

If the person is under 18 years old, please complete the following:

Guardian:

Photographer:

Witness:

Declaration Regarding Child Protection Code of Conduct

I _____ engaged by Partner Housing Australasia (Building) incorporated, agree that while implementing aid activities, I will:

- treat children with respect regardless of race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status
- 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 activity or acts, including paying for sexual services or acts, where under the law(s) applicable to the child (including Part IIIA of the Australian Crimes Act 1914 (Commonwealth) as amended), the child is below the age of consent or the act(s) are an offence under relevant laws
- wherever possible, ensure that another adult is present when working in the proximity of children
- not invite unaccompanied children into my home, unless they are at immediate risk of injury or in physical danger
- not sleep close to unsupervised children unless absolutely necessary, in which case I must obtain my supervisor's permission, and ensure that another adult is present if possible
- use any computers, mobile phones, or video and digital cameras appropriately, and never to exploit or harass children or to access child pornography through any medium (see also 'Use of children's images for work related purposes')
- refrain from physical punishment or discipline of children (excluding my own children)
- refrain from hiring children for domestic or other labour which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury
- comply with all relevant Australian and local legislation, including labour laws in relation to child labour
- immediately report concerns or allegations of child abuse in accordance with appropriate procedures.

Signed:

Date:

Declaration Regarding Use of Children’s Images for Work- related Purposes

I _____ engaged by Partner Housing Australasia (Building) incorporated, agree that when photographing or filming a child for work related purposes, I must:

- before photographing or filming a child, assess and endeavour to comply with local traditions or restrictions for reproducing personal images;
- before photographing or filming a child, obtain consent from the child or a parent or guardian of the child. As part of this I must explain how the photograph or film will be used;
- ensure photographs, films, videos and DVDs 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 do not reveal identifying information about a child when sending images electronically.

I understand that the onus is on me, as a person engaged by Partner Housing Australasia (Building) Incorporated, to use common sense and avoid actions or behaviours that could be construed as child abuse.

Signed:

Date: