

Code of Conduct

for protection against sexual violence in the communities, facilities, offers and services of the GRC

The German Red Cross is part of a worldwide community of people within the International Red Cross and Red Crescent Movement, which provides help to victims of conflicts and catastrophes, as well as to other people in need of help, based solely on the extent of their hardship.

In the name of humanity, employees endeavour to ensure the life, health, wellbeing, protection, peaceful co-existence and dignity of all people.

The work with the people entrusted to our care within the German Red Cross is based on trusting relationships between people. Working on and with people provides personal closeness and a community in which enjoyment of life, learning and action have their place.

All people should experience the offers, services and facilities of the GRC as places which are characterised by mutual understanding, friendship, cooperation, compassion and appreciation.

Children, young people, the elderly and people with disabilities or in special emergency situations must be able to rely on our trustworthiness and protection, due to their age or their specific impairment.

Within the GRC, they should find that their rights to protection, support and involvement and participation are respected and implemented by us.

Therefore, the people entrusted to us as individuals and their life situations are at the centre of our work and volunteering.

They all have the same right to education, upbringing and care, regardless of their nationality, ethnicity, religion, social status, sex or their individual physical, emotional and mental conditions.

Our basic attitude is characterised by acceptance, tolerance and appreciation. We stand up for inclusion and coexistence with mutual respect.

We enable participation and include the people entrusted to us in decisions, in accordance with their individual abilities.

We offer mothers, fathers and other guardians and, if applicable, legal carers trustful and fair cooperation and participation.

Our facilities, communities and voluntary groups deal with the issue of “sexual violence” proactively.

There is a preventative protection concept tailored to the facility, community or voluntary group, which is based on the “GRC standards for the protection of children, young people and people with disabilities against sexual violence in the communities, facilities, offers and services of the GRC”. All part-time and full-time employees and volunteers in the GRC, employees and respective target groups have been notified of this and it will be regularly reviewed and updated.



Declaration of commitment

for full-time and part-time employees and volunteers for protection against sexual violence in the communities, facilities, offers and services of the GRC

1. I undertake to do everything in my power to protect the people entrusted to me against mental, physical and sexual violence in our facility, our community, our offer or our service.
2. I support openness and approachability in our facility, community, offer or service.
3. I actively take a stand against sexist, discriminatory and violent verbal or non-verbal behaviour. I will report and not tolerate derogatory behaviour.
4. I am aware of my position of trust and/or authority and will not take advantage of dependencies.
5. My work is based on respectful interaction, appreciation and trust. I respect the personality and dignity of the people entrusted to me and their relatives, as well as the personality and dignity of my colleagues.
6. I will build a relationship with the person entrusted to me in a transparent way and will ensure responsible contact with proximity and distance. I will also take this into consideration when using digital media. I respect the individual boundaries and the privacy of others.
7. I will be vigilant of the signs of sexual harassment, assaults or sexual abuse by others and will not trivialize or cover them up. I know the procedures in case of (suspected) sexual violence and the responsible (main) contact person.
I know where I can obtain external advice and know that I am obliged to accept professional support in order to resolve the situation.
8. I am aware that any sexual activity with minors, the elderly and adults with disabilities who are entrusted to me or who have entrusted themselves to me, may result in disciplinary and/or labour law and/or criminal penalties. I confirm that i have not been convicted of any criminal offense in connection with sexual violence (see appendix) and no criminal proceedings have been initiated against me.

Name in block capitals

Place and date

Signature

District association

