

SfH2 Course for WOSM Volunteers and Staff

This Safe from Harm e-learning course was primarily designed for WOSM volunteers and staff but is also suitable for all other volunteers and staff in Scouting. It aims to help them understand how to recognise, prevent and act towards inappropriate behaviour and give some guidance on the expected behaviour of WOSM representatives, to ensure we all work in a safe environment.

Language English

SfH2: Course for WOSM Volunteers and Staff

Welcome to the Safe from Harm course. Primarily it is designed for WOSM volunteers and staff but could also serve as a temporary solution for all adults in Scouting and, an example of how the NSOs could design its own training material for adults.

This course aims to help you understand how to recognise and prevent inappropriate behaviour and what to do in different situations tell you where you can get help provide some clear dos and don is for your personal behaviour so that you stay safe too

Even if you have been part of a Safe from Harm e-training before, you can still learn a lot more (or at least refresh your memory).

Approximately 30 minutes

The length of time it will take to complete the course is approximately 30 minutes. After completing the course and respond correct on all questions, you will be able to print out a certificate of completion that will serve as your personal commitment to the Safe from Harm principles.

Please read EACH section carefully and respond on all questions.

Quick reference about the World Safe from Harm Policy quick.

Keeping young people and children safe is a global priority for WOSM and its National Scout Organisations (NSOs). We are committed to supporting the local implementation of effective Safe from Harm systems and we have in place a range of resources to support NSOs.

The WOSM Safe from Harm approach covers all areas of child and youth protection and includes a full range of strategies, systems, and procedures that aim to promote well-being, development and the safety of young people and adults.

The policy was adopted at the World Scout Conference in 2017, but the safety of children and youth (people between 5 and 26 years of age) has been a priority for WOSM for many years.

The policy is available in all five WOSM working languages: English, French, Spanish, Arabic, and Russian. You will find the policy in the resource list at the end of the course.

It is fundamental that every one of us in Scouting takes part in efforts to ensure young people enjoy Scouting experiences that are challenging, useful, rewarding, attractive and safe.

1. World Safe from Harm policy and definitions

Definitions

To help you understand the scope of our approach to Safe from Harm, here is a short reminder of some of the definitions WOSM uses. Safe environment A safe environment is an environment that promotes and supports children and young people's well-being, while simultaneously working to address and prevent harmful practices. There are some fundamental norms in Scouting that are non-negotiable.

These include:

- The principles of Scouting (Duty to God, Duty to Self, Duty to Others)
- The Scout Promise and Law
- The Scout Method, Respect for oneself and others (empowering children and young people to protect themselves and others)
- An environment that promotes openness and a diversity of views, without fear of adverse repercussions for expressing different opinions; and
- Providing equal opportunities for everyone.

Did you ever hear words mentioned in the next picture?



Take a moment or two to think about which context you heard these words, how often you heard them, and what impact they had or currently have on you.

Harm

This term refers to any detrimental effect of a person's physical, emotional, or psychological well-being and integrity.

Abuse

This term is used to describe a range of ways in which maltreatment can be inflicted upon children and young people. Abuse can be categorised into different types such as physical, psychological or emotional abuse, and can take various forms such as physical or emotional abuse, neglect, sexual abuse, exploitation, bullying and cyber-bullying.

Stop harm and abuse wherever it occurs

Young people can be exposed to abuse in many aspects of their lives, not just in Scouting. As one of the world's leading youth organisations, a key part of our mission is to stop this abuse wherever it occurs.

In Scouting, there should be a zero-tolerance approach to any behaviour that might harm a young person. It is an obligation in Scouting that we work to prevent any of these types of abuse and properly address them if they occur.

In the next section you will go through an exercise to help you become more familiar with some of these types of abuse.

Question

Recognising abuse exercise

i

Drag items from the column on the right to the left to match the pairs

Name calling or teasing,
deliberately ignoring particular
people, initiation rituals or hazing.

⋮ Bullying

Persistently criticising, hostility
towards or blaming a young
person, failing to show interest in
their emotional development.

⋮ Emotional abuse

Slapping, hitting or kicking, beating
with a belt.

⋮ Physical abuse

Child labour or child prostitution.

⋮ Exploitation

Persistently left alone without
adequate care and supervision,
malnourished, lacking food.

⋮ Neglect

Making sexual comments,
inappropriate touching or sexual
contact with a young person.

⋮ Sexual abuse

Name calling or teasing, deliberately ignoring particular people, initiation rituals or hazing – Bullying

Persistently criticising, hostility towards or blaming a young person, falling to show interest in their emotional development - Emotional abuse

Slapping, hitting or kicking, beating with a belt - Physical abuse

Child labour or child prostitution – Exploitation

Persistently left alone without adequate care and supervision, malnourished, lacking food – Neglect.

Making sexual comments, inappropriate touching or sexual contact with a young person – Sexual abuse.

Position of trust

Dignity, respect, trust

This means that children and young people should be able to rely upon you to treat them with dignity and respect at all times. They should also be able to rely on you to ensure their safety at all times and that you will take the appropriate action necessary to ensure their safety and well-being.

It also means that you should not use this position of trust to form an inappropriate relationship with a child or young person, even if they are over the age of sexual consent. Doing so would be a breach of the trust of the child or young person, and the trust that WOSM has placed on you.

Tough but very important

Being in a position of trust is a big responsibility. It requires us all to stand up for what we believe to protect children and young people, the reputation of WOSM, and our own integrity.

It is our responsibility to create awareness about Safe from Harm whenever and wherever we can in order to help ensure a safe environment is provided at all times. We should treat this responsibility with respect and be prepared to act when necessary. It is tough, but an important part of our role.

You should be familiar with the Safe from Harm principles and mechanisms so that you are able to judge:

- When you need to intervene in a situation
- When you need expert advice to support the person in question; and
- How you should inform the concerned people about the case of abuse.

Recap

In this section of the course you can explore and learn:

- About the World Safe from Harm Policy;
- About the responsibility of everyone to provide a safe environment;
- What is harm and abuse; and
- Why the position of trust is important.

Now we will move into a more in-depth part of the e-learning course using case studies.

2. Case studies

The following case studies are designed to help you understand how the Safe from Harm policy works in practice.

Please Read every case carefully. Try to imagine a situation and find an appropriate reaction (or answer).

Review the reflection part of the course where you can deepen your understanding and find useful tips for your reaction.

Case 1: Bullying

You are at a large event where patrols from different areas are camping. During the day, you are walking around the camp and you observe a child who is being repeatedly called names and excluded by the other children. You determine that the child is probably being bullied.

What would you do?

- Approach the other children and challenge them.
- Ignore the situation because you are not in charge of the programme and it is not your responsibility.
- **Report your concern to a trained leader or a person in charge of the event.**

Reflection

The previous scenario relates to a situation of bullying.

It is important to stop the perpetuation of a situation of abuse, even if you do not have a responsibility for an activity.

It is also important to address the harm that can be inflicted on a young person. Reaching out to the other young people and challenging them might worsen the situation if they do not recognise your authority or if you are not well-prepared to deal with the situation.

Bullying is when deliberately negative actions or behaviours towards a person are repeated over a period of time. Bullying is the most common form of peer-to-peer abuse that young people experience, and for that reason is often not taken seriously. However, bullying can

lead to serious consequences for victims of this form of abuse and it must be dealt with quickly and clearly.

USEFUL TIPS:

In a situation where a young person reaches out to you:

Find a place where you can talk undisturbed

If someone starts to tell you about his or her situation or a specific event, try to find a place where you can talk undisturbed. It should be a place apart from other people, but where you are visible to at least one other adult and the other adult is visible to you. This is to ensure your own protection from a possible accusation of abuse.

You may not know right away what to do or how to act. Try to stay calm during the conversation.

Make the time to listen and talk

When a person talks to you in confidence it means that he or she has faith in you and feels safe. Therefore, it is important that you listen to what he or she has to say. Do not betray his or her trust. In short, you must take it seriously.

It is part of your role as a leader to act when necessary. When a young person decides to tell someone what he or she has experienced, it might be part of a long process. This may be the first time they have dared to tell anyone. It's important that you listen!

Decide the next step

Before you part with the person, you need to decide if this talk was enough. More likely you should forward this information to others such as a responsible person in an NSO.

Case 2: Physical abuse

During a relay game, the patrol leader that was falling behind decides to boost his teammates' competitiveness. Taken by excitement and a bit of frustration he heads to Ryan, the Scout who will be running next, and starts shaking him aggressively and yelling at him with the intention to motivate him to give his best.

What would you do?

- Ignore the situation, he was just trying to motivate another Scout.
- **Approach the patrol leader, ask him to step aside, and let him know that this is an inappropriate behaviour.**
- Report the incident to camp leadership.

Reflection

The previous scenario relates to a situation of physical abuse. If you witness a case of physical abuse you have to act immediately. In this particular case, you should stop the physical aggression, and explain separately to the leader that his behaviour is not acceptable and how it could affect the development of another person.

This type of situation must be reported. Physical abuse of a young person is that which results in physical harm from an interaction, or lack of interaction, which is reasonably within the control of a parent or person in a position of responsibility, power or trust.

USEFUL TIPS

In a situation where a young person reaches out to you:

Confirm and be positive

It is important that you make an effort to try to understand the situation that the Scout describes.

Repeat or rephrase what the person has said to check if you have understood and ask 'Have I understood you correctly?'

Don't make any promises or solutions

Do not promise to keep quiet or that the situation will soon be solved. But you can say you will try to help.

Never promise that you will keep quiet since you do not know what he or she is going to tell you. You may have to break your promise and the person may already lack trust in adults.

Remember what the person says

Listen attentively and try to remember the words that the Scout uses to describe the situation.

After the conversation, it is important that you write down what you heard, using the actual wording as much as possible. This is a record that you can use later if necessary. Treat the information as confidential, sharing it only with the relevant people.

Case 3: Sexual harassment

You are visiting a rock climbing activity as part of a large national event. This is a very popular activity and there is a lineup of Scouts waiting for their turn. Many of them are standing around and watching. Some are taking an active role in supporting and encouraging the young people who are climbing.

However, Kevin, a Scout participating in the activity, shouts out a sexually inappropriate comment directed at Olivia, one of the girls climbing. The climbing instructor laughs at the situation and Olivia feels embarrassed and decides to abandon the activity.

What would you do?

- I would only reprehend the instructor, the Scout that made the comment was just being a boy.
- I would not do anything because sexually inappropriate comments do not need to be taken seriously.
- **I would point out to everyone that the comment was a very inappropriate and to try boost the confidence of the girl.**

Reflection

With sexually inappropriate comments it is necessary to react immediately when the situation occurs. Even if the situation does not call for a report, it is still important to act. This situation is considered sexual harassment.

When possible talk with all the people involved in the situation. It might be useful for Kevin to clarify what he meant by his comments and to give him a chance to apologise to Olivia. Tell him that such comments are inappropriate and show a lack of respect for others.

Zero tolerance

Reassure Olivia by talking with her to check how she is feeling about the situation. Assure her that in Scouting we do not tolerate any kind of abuse and she should always report such incidents to a Leader. Then talk with the instructor and make sure he is aware about the role of every person that witnesses a case of sexual harassment. It is his duty to report the situation.

Allowing sexual harassment to happen may lead to other types of abuse such as emotional or sexual abuse.

Emotional abuse normally occurs when adults taking care of young people continuously fail to show a young person in their care the emotional support they need, or when they threaten, taunt or shout at youth. This can cause them to lose confidence and self-esteem, and to become nervous or withdraw

When adults are constantly threatening, angry, sarcastic or critical they can make young people feel unloved or unlovable. This behaviour may not meet the needs of a young person for affection, approval, consistency and security. It is rarely manifested in terms of physical symptoms but can be equally damaging.

Sexual abuse

Sexual abuse is when a young person is involved in a sexual activity that he or she does not understand or is forced into. This implies that someone is abusing the trust of a young person for his or her own satisfaction or someone else's sexual needs. This type of abuse often occurs with an adult or another young person who is either older or more powerful. It can also be a situation where the person is dependent upon the perpetrator.

Case 4: Abuse of trust

You are part of the planning team for an event. It is clear that a member of the WOSM team is getting very close to an 18-year-old male participant at the event. They are spending a good deal of time together, have lunch together, and often go for walks alone in the evening. This situation is being talked about by the other participants often as the source of rumours that they have started a relationship.

What would you do?

- Ignore it. They are both adults and it is only harmless fun.
- Challenge the participants who are talking about the situation and assure them that the person is of high integrity and would never do anything inappropriate.
- **Speak to the WOSM team member about the situation reminding them about their responsibilities and their position of trust.**

Reflection

An abuse of trust is when an adult or person in a position of power uses that position for their personal benefit-whether that is financial, sexual or some other reason.

In this situation it does not matter that both of these people are adults. One is in a position of leadership and trust over the other and that makes the relationship unequal-and therefore inappropriate.

Even if there is no relationship the reputation of the WOSM team member and therefore the organisation is at risk as it "appears" to be an abuse of trust.

In these situations it is important that we support each other by challenging behaviour that is inappropriate AND behaviour that APPEARS inappropriate.

If you suspect a colleague of inappropriate behaviour or an abuse of trust you are required to bring your concerns to the attention of an appropriate person. We will explain how to do this later in this course.

Case 5: The Safe from Harm policy

You are undertaking a visit to an NSO to meet with their leadership. During your meeting the NSO leadership clearly express the view that Safe from Harm strategies are not necessary as they are all "good Scouts" and "things like that" have never happened in their NSO.

What would you do?

- Ignore it. It is up to each NSO to adopt a culture and approach that reflects their society.
- Say nothing, leave the room, and express your concerns to your colleagues later in the day.

- **Challenge the NSO leadership making it clear that young people are at risk in every society and that Safe from Harm is a world policy for all NSOs and explain the support available.**

Reflection

It is important that when confronted with attitudes like this that they are challenged immediately. If you leave the meeting without saying anything this may be understood to mean that such attitudes are appropriate.

As WOSM representatives we have a responsibility to ensure that dangerous or damaging practices do not continue in Scouting. We also have a responsibility to support our policies and ensure they are implemented at all levels (Youth Programme, Adults in Scouting, organisational structures and Scouting events).

There are many ways to "challenge" the leadership of an NSO depending on the situation. It is not necessary to have an argument. Instead you may calmly explain that you do not agree with their position and that inappropriate behaviour happens in all societies. You may also point out that the support which is available through WOSM will make it clear where you stand on this issue.

It is also important that you make regional colleagues aware of your conversation if they were not in the meeting. They may wish to follow up with the NSO and provide support to help them implement Safe from Harm strategies.

Case 6: Cultural sensitivity

You are attending a WOSM strategy seminar for adults. It is clear that the needs of a member of one of the working groups are being ignored. The ice breaker and energiser games involve a great deal of physical contact between men and women, there are no breaks in the programme for prayers meaning the person has to leave in the middle of a session, and the only food available is vegetables and salad. The person appears to be uncomfortable with this situation but is not saying anything.

What would you do?

- The person running the seminar is highly experienced and you have probably misunderstood the situation.
- **Discuss your concerns with the person running the seminar and ask them to ensure the person's needs are met as much as possible.**
- The person needs to understand that working in a multi-cultural environment can be challenging and difficult. This is part of the learning process so you do not have to do anything.

Reflection

At first this may not seem like a Safe from Harm issue, but openly ignoring the needs of people and being culturally insensitive can feel like neglect or bullying to the person concerned.

It is important that we take into account all the needs of those we work with and consider the situation from their perspective.

In WOSM we are very lucky to have a wide range of different cultures from which we can learn and understand how the world works-but this also brings challenges. We need to be careful about how we plan our activities and be sympathetic to others.

Cultural differences

Working multi-culturally requires us all to be flexible and change our behaviour. We should not expect one person to change their behavior - we should always use the principle of meeting in the middle, while acknowledging that some practices are dictated by faith and are therefore not possible to change.

From a Safe from Harm perspective we should always ensure as much as possible that a person's individual needs are met. It may not be possible to meet all of a person's needs, but we should do all we can to try.

We should also be aware of cultural difference and make appropriate responses when clashes occur using such situations as a learning experience, but above all protecting people from harm.

When a young person reaches out to you following a situation what should you do?

Find a place where you can... (**talk undisturbed**/find the perpetrator/share information with others)

Make the time to... (**listen and talk**/have a coffee or tea/make judgements)

Remember... (the information should not be shared with anybody/**what the person says**/who is his/her Scout leader)

Be... (very emotional affected/negative about what happened/**positive**) And confirm what you have heard.

Do not make any... (next steps, just keep what you heard for yourself/**promises of solutions**/hesitation to share this with everybody)

Decide on the... (**next steps following the protocol for reporting**/time when you will meet next time/punishment of the one performing the victimizing)

Recap

Through these case studies you should have gained more information about some forms of harm and abuse. By now you also hopefully:

- Know the basic steps for how to respond when a person reaches out to you with a Safe from Harm issue;
- Can identify an abuse of trust by someone in a position of power;
- Understand the importance of an NSOs national Safe from Harm policy;
- Know how to handle cultural differences in a safe and constructive manner.

In the next section we will present examples of the expected behaviours for WOSM representatives.

3. Expected behaviours for WOSM representatives

Rules of behavior

The following Rules of Behaviour have been prepared as an example of the behaviours we expect from people involved with Scouting. They are based on similar rules used by many NSOs and will ensure you recognise inappropriate behaviour, avoid situations which may put you at risk and will help to protect the reputation of WOSM.

DO

- Do treat everyone with dignity and respect.
- Do remember there are differences in cultural norms.
- Do set an example for others to follow.
- Do treat all young people equally-do not show favoritism.
- Do plan activities that involve more than one other adult to be present, or at least within sight and hearing of others.
- Do respect a young persons right to personal privacy.
- Do allow young people to talk about any concerns they may have and ensure there are facilities to do so.
- Do encourage others to challenge attitudes or behaviours they do not like.
- Do avoid being drawn into inappropriate attention-seeking behavior, for example crushes.
- Do make everyone aware of our behaviour standards.
- Do tell other colleagues where you are and what you are doing.
- Do remember someone else might misinterpret your actions, even if you mean well.
- Do seek and receive positive consent before engaging physically in intimate relations with other adults.
- Do take any allegations or concerns of abuse seriously and refer them to your manager.
- Do look after and support each other.
- Do adhere to the current WOSM Code of Conduct.

DO NOT

- Do not trivialise abuse.

- Do not form a relationship with a young person that is an abuse of trust e. g. never engage in a sexual relationship with a young person in your care even if they are over the age of consent.
- Do not allow abusive activities, for example initiation ceremonies, hazing or bullying.
- Do not take part in inappropriate behaviour or contact, whether physical, verbal or sexual.
- Do not engage in any sexual activities without the explicit and informed consent of the other persons involved at every step (see also Art. 1. 4 of the WOSM Code of Conduct).
- Do not take part in physical contact games with young people.
- Do not make suggestive remarks or threats to a young person, even in fun.
- Do not use inappropriate language when writing, phoning, emailing or using the Internet.
- Do not engage in private messages with young people - always copy another person.
- Do not let allegations, suspicions, or concerns about abuse go unreported.
- Do not rely on your good name to protect you. Make sure you do not take actions which appear to contravene this code, regardless of your position or time in Scouting.

If there are any aspects of these Rules of Behaviour that are not clear to you, please discuss them with a colleague or contact the responsible person in charge of the Safe from Harm policy. It is important that you understand what is expected of you and also why these Rules of Behaviour matter. Understanding and applying the Safe from Harm Rules of Behaviour is as important as knowing the details of a situation.

At the end of this e-learning course, there will be a link to a digital version of these Rules of Behaviour that you use as a quick reference.

Before we finish this section, let's have a quick check of dos and don'ts. Agree?

Rules of Behaviour: quick check

True (T) False (F)

- **Do not make suggestive remarks or threats to a young person, even in fun. (T)**
- Plan activities that involve only you and young people. (F)
- **Do not form a relationship with a young person as this is an abuse of trust. (T)**
- **Do not let allegations, suspicions, or concerns about abuse go unreported. (T)**
- Engage in private online messages with young people without adding another adult person in the conversation. (F)

4. Reporting concerns

Reporting concerns

Scouting is a safe environment for all. In our capacity as volunteers and staff at the Global and Regional levels, we are committed to observe and adhere to the principles, policies and standards put in place to guard against such acts and protect those whom we serve.

What should you do if you come across a situation that concerns you or which you feel has violated the Safe from Harm principles and guidelines?

Be very careful

Safe from Harm violations are a very sensitive area that needs to be dealt with carefully. It will often help to discuss your concerns with an independent person. Be prepared to explain the issues or situation which caused you concern. The conversation needs to be with a person who you can trust, but also someone who can assist you in dealing with the situation. All WOSM volunteers and staff must abide by the WOSM Code of Conduct.

Responsible to report

Do not let your concerns go unreported. If you have concerns it is your responsibility to seek support and advice from someone else, even if you feel uncomfortable discussing this type of issue. Many cases of long-term abuse are caused by people "knowing that something was wrong" but feeling too embarrassed to discuss the situation. Don't fall into that trap. All WOSM volunteers and staff have a duty to report any violation or potential violation of the WOSM Code of Conduct. Failure to report is a disciplinable breach.

WOSM volunteers

If you are a WOSM volunteer, you should share your concerns with your lead volunteer. Check out more in the **WOSM Complaints Policy**.

To report any complaints as a WOSM volunteer, send an email directed to complaints@scout.org and the message will be treated with confidentiality.

WOSM staff

If you are a WOSM staff member you should share your concerns with your manager or a member of the Senior Management Team. Check out more in the **World Scout Bureau Employee Handbook**.

To report any complaints as a WOSM staff, send an email directed to whistleblower@scout.org and the message will be treated with confidentiality.

Every NSO should develop system of reporting for both volunteers and staff.

5. Call to action and personal commitment

Call to action

During this course, you have learned how to recognise cases of abuse, how to react if they occur in front of you, and most importantly how to prevent abuse from happening. Let's remember some of the major points you should keep in mind:

Think again

Reflect critically about your habits and traditions and make sure all activities have an educational purpose which contributes to the development of children and young people.

Be prepared

Prepare yourself by gaining the knowledge and competencies required to prevent and act upon situations of harm.

Be prepared to know what to do in situations that are of concern to you. Be prepared about what to do if someone tells you about a case of violence or abuse. Being prepared is your responsibility.

Avoid all

All cases of harm and abuse severely affect the development of children, young people and adults and are all equally important to avoid.

Be vocal, be an advocate

Be clear and transparent with internal and external communication. Communicate widely and openly about prevention policies in place as this reassures everybody, internally and externally, about the importance of child and youth protection in your organisation.

The Safe from Harm framework requires us all to act together in order to ensure that all members are treated equally by creating and maintaining an environment that does not discriminate directly or indirectly for any reason.

Our commitment as WOSM is therefore linked to the commitment of each one of us to Safe from Harm and creating a culture of awareness in the area of child and youth protection.

Statements

We will now give you three clear statements to answer YES or No.

In case you don't feel able to answer "YES" to any of the statements, please contact someone who can help you.

In the case of adults in NSOs, this should be the person responsible for Safe from Harm in NSO.

In the case of WOSM representatives, you can contact the Director of Adult Resources and volunteer development at the WOSM Global Support Centre who will be pleased to help.

Question

“I have read and understood the World Safe from Harm Policy”

For your reference World Safe from Harm Policy is available [HERE](#).

YES

NO

I have read and understood the Rules of Behaviour for WOSM representatives and the WOSM Code of Conduct, and agree to abide by them.

YES

NO

As a WOSM representative, I understand my personal responsibilities in relation to Safe from Harm and commit to ensuring the policy is implemented.

YES

NO

6. Resources and conclusion

Useful resources

Here you can find useful resources in the area of Safe from Harm.

Please download and read the following documents for your reference.

World Safe from Harm Policy (EN, FR, ES, AR, RU)

This policy aims to keep Scouts safe from harm by supporting the development of national frameworks with local effectiveness that will promote the well-being, healthy development and safety of children and young people by providing them with a safe environment throughout their time in the Scout Movement.

[World Save from Harm Policy](#)

Safe from Harm self-assessment tool

Safe from Harm self-assessment tool helps your NSO to assess the level of development and consistency with the Safe from Harm rules and procedures introduced in the World Safe from Harm Policy.

[Safe from Harm self-assessment tool](#)

Expected behaviours for WOSM representatives

The following Rules of behaviour has been prepared as an example of the behaviours we expect. It is based on similar rules used by NSOs and will ensure you recognise inappropriate behaviour, avoid situations which may put you at risk and will help to protect the reputation of WOSM.

DO

Do treat everyone with dignity and respect.

Do remember there are different cultural norms.

Do set an example for others to follow.

Do treat all young people equally-do not show favoritism.

Do plan activities that involve more than one other adult being present, or at least with insight and hearing of others.

Do respect a young person's right to personal privacy.

Do allow young people to talk about any concerns they may have and ensure there are facilities to do so.

Do encourage others to challenge attitudes or behaviours they do not like.

Do avoid being drawn into inappropriate attention-seeking behaviour, e. g. crushes.

Do make everyone aware of our behavior standards.

Do tell other colleagues where you are and what you are doing

Do remember someone else might misinterpret your actions, even if you mean well

Do seek and receive positive consent before engaging physically in intimate relations

Do take any allegations or concerns of abuse seriously and refer them to your manager.

Do look after and support each other.

Do adhere to the current WOSM Code of Conduct.

DO NOT

Do not trivialize abuse.

Do not form a relationship with a young person that is an abuse of trust e. g. never engage in asexual relationship with a young person in your care even if they are over the age of consent.

Do not allow abusive activities, e. g. Initiation ceremonies, hazing or bullying.

Do not take part in inappropriate behaviour or contact, whether physical, verbal or sexual.

Do not engage in any sexual activities without the explicit and informed consent of the other

persons involved at every step. (see also article 1. 4 of the WOSM Code of Conduct).

Do not take part in physical contact games with young people.

Do not make suggestive remarks or threats to a young person, even in fun.

Do not use inappropriate language when writing, phoning, emailing or using the internet.

Do not let allegations, Suspicions, or concerns about abuse go unreported.

Do not rely on your good name to protect you. Make sure you do not take actions which appear to contravene this code, regardless of your position or time in scouting.

Do not engage in private messages with young people-always copy another person.

If there is any aspect of this rules that is not clear to you, please discuss it with a colleague or contact the responsible person in charge of the Safe from Harm.

It is important that you understand both what is expected but also why. Understanding and applying the behaviour of Safe from Harm is equally important as understanding the details

<https://static-documents.easygenerator.com/54366f84-2fe4-4061-8528-d12d1f423a5a.pdf>

WOSM Code of Conduct

The WOSM Code of Conduct acts as guidelines on how members of the WOSM Team are expected to behave with other Scouts, and also when attending non-Scouting events and representing WOSM. This document helps to clarify, in concrete terms, what is expected of each member of the WOSM Team.

[WOSM Code of Conduct](#)

WOSM position paper on Child and Youth protection (EN)

This position paper aims to strengthen the Resolution 2002-07 on "Keeping Children Safe from Harm" and acts as a policy of WOSM. Apart from providing an up-to-date position statement on child and youth protection, it supports NSOs which are implementing national policies and strategies on child and youth protection.

[KEEPING SCOUTS SAFE FROM HARM WOSM's Position Paper on Child and Youth Protection](#)

WOSM Safe from Harm page

[Safe From Harm](#)

External links and resources

For further exploration, you can search for resources from other organizations taking care for the safety of the children and people in general.

<https://www.raptim.org/organizations-that-help-children-in-need/>