



POLICY

The CISV Behaviour Policy (Infofile R-07) establishes and upholds uniform standards for all CISV programmes and events worldwide. All members of CISV throughout the organization, are expected to behave in a way that reflects CISV's Values - Friendship, Inclusiveness, Enthusiasm, Engagement and Cooperation - and supports:

- CISV's mission to educate and inspire action for a more just and peaceful world
- CISV's educational goals and methods

Though we recognize that behaviour standards may vary across cultures, it is imperative that everyone in CISV follow the rules set forth in our Behaviour Policy.

Generally, expected behaviour is peaceful conduct that follows local laws and good manners; it is in line with what can be expected from a good host, guest, friend or role model.

Any one in CISV, who sees forbidden or inappropriate behaviour, or has reasonable suspicion, must not ignore it. They are expected to report concerns about someone's behaviour to the person in charge and it must be addressed with appropriate consequences that relate to the seriousness. An Incident Report Form (IRF) must also be submitted.

If the person reporting a concern has reasonable grounds to believe the information was true at the time of reporting, CISV will not tolerate any form of retaliation against that person and will make every effort to protect them.

There are two categories of behaviour that CISV does not tolerate: **Forbidden Behaviour** and **Inappropriate Behaviour**.

FORBIDDEN BEHAVIOUR is conduct that has or could have a serious negative impact on the health or safety of CISV members and is so contrary to the mission and values of CISV that it will lead to more serious consequences. (as described in the section below).

Forbidden behaviour includes:

- illegal acts
- any form of child abuse (as defined in the Child Protection Policy)
- violence
- encouraging people to hate an individual or group
- bullying (see definition below)
- discrimination (see definition below)
- possession or use of psychoactive drugs by adults (excluding nicotine replacement therapies) without a medical prescription
- possession or use of psychoactive drugs by children (including nicotine replacement therapies) without a medical prescription
- possession or use of tobacco products by children, including Junior Counsellors, in all CISV programmes or events.
- possession or use of weapons
- excessive consumption and abuse of alcohol by adults
- drinking of alcohol by children, including Junior Counsellors, in all CISV programmes or events.
- drinking of alcohol by Seminar Camp and Youth Meeting (16-18 years) participants or Staff during the programme
- Helping someone to do any of the above

CONSEQUENCES
<p>Reasonable suspicion of these types of behaviours must be reported on an IRF in a timely manner and the Local / National Risk Manager must be involved. All reports will be reviewed by the International Safeguarding Lead or the International Risk Manager who will advise on the need for additional fact finding or an investigation if needed.</p> <p>All concerns will require a proportionate and measured response.</p> <p>However, this type of behaviour will usually lead to the most severe consequences, including reporting to the local authorities, exclusion/removal from a programme or activity, early return home from a programme or activity, or suspension and/or loss of membership.</p>
INAPPROPRIATE BEHAVIOUR is conduct that is contrary to the mission and values of CISV, and/or interferes with the operations of programmes or events and/or has negative effects on the achievement of programme goals.
<ul style="list-style-type: none"> • Failure to respect privacy (except in cases of suspected illegal activity, violation of policies, or when the person’s behaviour is a threat to health or safety) • Failure to respect rules of host families or host sites • Unnecessary nudity • Sexual behaviour between adults in a public setting • Rudeness and cultural insensitivity • Making false accusations
<p>Sexual Behaviour between young people – CISV accepts that young people who are above the age of consent and are of a developmental ability to make positive choices to have consensual sex can choose to do so. <u>However, on CISV Programmes and Events it is not appropriate</u>, this is because:</p> <ul style="list-style-type: none"> • The CISV event is a brief period of time where such activity would be a significant distraction from the purpose and aim of the CISV event. • Bringing together young people from a range of different cultures requires all participants to be sensitive to the feelings of others and this can become very challenging if some participants are forming sexual relationships.
CONSEQUENCES
<p>Any one in CISV, who sees, or has reasonable suspicion of, inappropriate behaviour of these types must be reported in an IRF in a timely manner and the Local/ National Risk Manager must be involved. All reports will be reviewed by the International Safeguarding Lead or the International Risk Manager who will advise on the need for additional fact finding or an investigation if needed.</p> <p>All concerns will be addressed with a measured and proportionate response. This type of behaviour can lead to consequences including a reprimand, restricted participation in a programme or activity, training, monitoring or temporary removal from a programme or event. In most circumstances, we will begin with consequences based on experiential, intercultural learning, but this can progress to more serious consequences with repeated or more serious violations.</p>

Definitions

Child: Anyone under the age of 18.

Participant: every person who participates in a local, national, or international CISV activity or programme, who is not a ‘person in a position of trust and responsibility’. In some CISV programmes or events, participants are adults. Though they are not children, they have the same right to expect a safe environment and appropriate behaviour from other participants and persons in positions of trust and responsibility.

Staff: Adult staff and junior staff members of all programmes (see also Info File C-03 Programme Basic Rules).

Tobacco products: E.g. Cigars, cigarettes, smokeless tobacco (e.g. e-cigarettes, snuff or chewing tobacco), pipe tobacco or roll-your-own.

Nicotine Replacement Therapy (NRT): A medically-approved way to take nicotine by means other than tobacco.

Behaviour Policy FAQ: Questions and answers that help all CISVers understand how to implement the behaviour policy; available at www.cisv.org, search for Behaviour Policy FAQ.

Bullying: Repeated behaviour that is intended or likely to cause a person to feel excluded, afraid or upset. Be aware that pranks can easily go too far and become bullying.

There are four types of bullying:

- Physical - using your body or objects to hurt someone
- Verbal - using words to hurt someone
- Social (relational) – using friends or relationships to hurt someone (eg. by excluding them)
- Cyber - using communication technologies eg. social networks, text or instant messaging, email, websites etc to hurt someone

Discrimination: Intentional or unintentional behaviour that negatively affects specific individuals or groups based on “protected characteristics” like age, race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, or gender identity.

There are two types of discrimination:

- Direct – is when a person is treated differently based on a protected characteristic
- Indirect – may be less obvious. It occurs when implementing a rule or policy puts a person at a disadvantage compared to a person who does not have those characteristics.

Weapon: Something that is designed to inflict bodily harm or physical damage to a person.

Psycho-active drugs: Substances that can cause altered consciousness, mood or thought (e.g. Cannabis, heroin, opioids). We do not include caffeine, alcohol or tobacco products in this definition for the purposes of this policy.