

BAMBOOS Child Protection and Safeguarding Policy

Version	Date	Prepared by	Approved by	Description
4.6	30 th of July 2026	Somalita Keo Country Manager	Rasmus Bartholomæussen Founder	Child Protection and Safeguarding Policy

Preamble

BAMBOOS is committed to creating safe, respectful, and inclusive environments where every child is protected from abuse, neglect, exploitation, violence, and discrimination. The safety and well-being of children are fundamental to everything we do and take precedence over all other organisational interests.

We recognise that children in Cambodia may face increased risks related to poverty, unequal access to education, child labour, early marriage, trafficking, exploitation, and violence.

Through this Policy, BAMBOOS commits to safeguarding every child we engage with while promoting dignity, respect, and children's rights in all programs and activities.

Purpose

The purpose of this Policy is to ensure that all BAMBOOS representatives actively prevent, identify, report, and respond to any form of harm or abuse involving children. The Policy establishes common standards and responsibilities for safeguarding children across all BAMBOOS activities, partnerships, and interactions.

Scope

This Policy applies to:

- Board members
- Founder
- Employees
- Volunteers
- Consultants
- Contractors
- Interns
- Donors during organised visits
- Visitors

- Suppliers working directly with children
- Partner organisations acting on behalf of BAMBOOS

Guiding Principles

BAMBOOS is committed to:

- Acting in the best interests of every child.
- Maintaining zero tolerance for child abuse, exploitation, neglect, and violence.
- Respecting every child's dignity, privacy, and rights.
- Providing equal protection regardless of age, gender, disability, ethnicity, religion, or background.
- Promoting safe recruitment, supervision, and accountability.
- Creating a culture where safeguarding concerns can be raised without fear.

Definition of a Child

For the purpose of this Policy, a child is any person under the age of 18 years.

Forms of Abuse and Harm

Child safeguarding concerns include, but are not limited to:

- Physical abuse
- Emotional or psychological abuse
- Sexual abuse
- Sexual exploitation
- Neglect
- Bullying
- Online abuse
- Child labour
- Human trafficking
- Early or forced marriage
- Grooming
- Any behaviour that places a child at risk of harm

Expected Behaviour

Everyone representing BAMBOOS shall:

- Treat all children with dignity, respect, and kindness.
- Always act in the best interests of the child.
- Maintain appropriate professional boundaries.
- Communicate in an age-appropriate and respectful manner.
- Conduct activities in open and observable environments whenever possible.
- Obtain appropriate permission before taking photographs or videos.
- Respect local culture while never compromising child safety.

Prohibited Behaviour

No person representing BAMBOOS may:

- Physically, emotionally, or verbally abuse a child.
- Engage in any sexual activity, communication, or relationship with a child.
- Exchange gifts, money, favours, or assistance for personal relationships or inappropriate behaviour.
- Be alone with a child in private or isolated settings unless this forms part of authorised BAMBOOS program activities, follows BAMBOOS safeguarding procedures, and is necessary for the child's best interests.
- Share personal contact information or communicate privately with children through personal social media accounts.
- Transport children without prior organisational approval.
- Publish photographs or information that may identify or expose children to risk.
- Make promises to children that cannot be fulfilled.
- Discriminate against, humiliate, intimidate, or exploit any child.

Recruitment and Screening

BAMBOOS is committed to recruiting suitable individuals to work with children.

Where appropriate, BAMBOOS will:

- Conduct reference checks.
- Assess suitability for child-facing roles.
- Include safeguarding responsibilities in recruitment and onboarding.
- Provide safeguarding training for relevant personnel.

Where required by law, BAMBOOS will obtain a valid Child Protection Certificate for employees, volunteers, interns, and other representatives who have regular or direct contact with children through BAMBOOS activities.

Donor and Visitor Safeguarding

All donor and visitor interactions with children shall follow the BAMBOOS Donor Engagement and Visit Guidelines. In particular:

- All visits must be coordinated through BAMBOOS
- Visitors may not arrange private meetings or home visits with children outside organised BAMBOOS activities.
- Home visits conducted by authorised BAMBOOS staff as part of program implementation, safeguarding, monitoring, or family engagement shall follow BAMBOOS safeguarding procedures and, where appropriate, be carried out with the knowledge and consent of the child's parent or legal guardian.
- Gifts, donations, or financial support shall be coordinated through BAMBOOS.
- Private communication with children through personal social media is not permitted.
- Photography and video recording require organisational approval.
- Children may not be taken away from school or project activities without prior approval from BAMBOOS and the child's parent or legal guardian.

Photography and Digital Media

Photographs, videos, and stories involving children shall always:

- Protect the dignity and privacy of the child.
- Present children respectfully and accurately.
- Avoid exposing children in vulnerable or degrading situations.
- Be used only for legitimate organisational purposes.
- Comply with applicable consent procedures.

Reporting Concerns

Every BAMBOOS representative has a responsibility to report any safeguarding concern immediately. Concerns may include:

- Suspected abuse or neglect.
- Inappropriate behaviour towards a child.
- Violations of this Policy.

- Any situation where a child may be at risk.

Reports should be made to the Country Manager or, where appropriate, directly to the Chair of the Board. All reports will be treated confidentially and handled promptly.

Response and Investigation

BAMBOOS will:

- Take all safeguarding concerns seriously.
- Prioritise the safety and well-being of the child.
- Conduct appropriate internal investigations.
- Cooperate with relevant authorities where required.
- Take appropriate disciplinary or contractual action when necessary.

Roles and Responsibilities

Board of Directors and Founder

- Approve this Policy.
- Oversee organisational safeguarding governance.

Country Manager

- Implement this Policy.
- Ensure safeguarding training is provided.
- Manage safeguarding incidents and reporting.

Employees, Volunteers and Representatives

- Comply with this Policy.
- Participate in safeguarding training where required.
- Report safeguarding concerns immediately.

Training

BAMBOOS will provide safeguarding awareness and training appropriate to the responsibilities of employees, volunteers, and other relevant representatives.

Compliance

Failure to comply with this Policy may result in:

- Disciplinary action.
- Termination of employment, volunteer engagement, or contracts.
- Removal from BAMBOOS activities.
- Reporting to relevant authorities where required by law.

Review

This Policy shall be reviewed at least every two years, or earlier if required due to changes in legislation, donor requirements, or organisational activities.