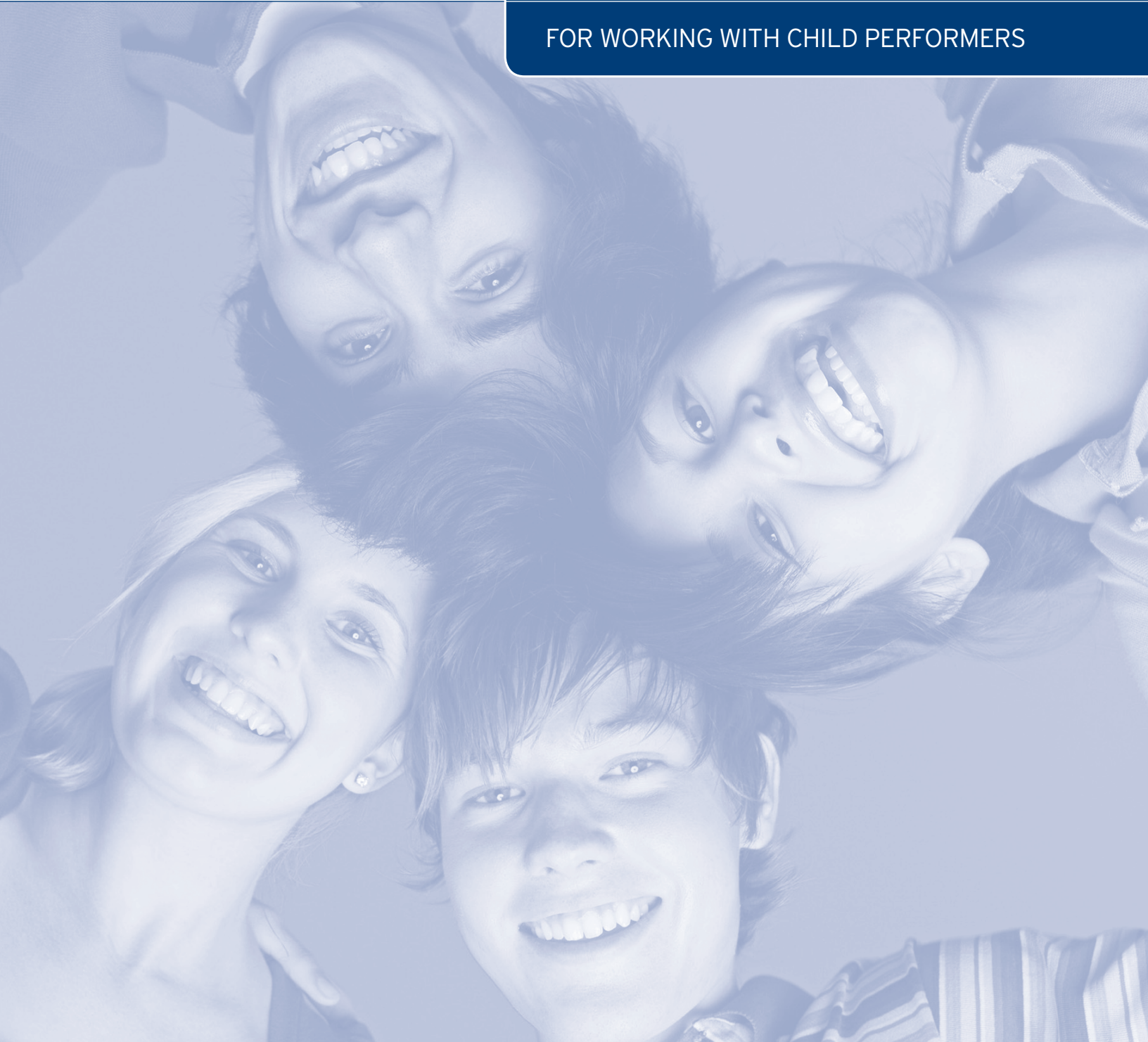


CODE of CONDUCT

FOR WORKING WITH CHILD PERFORMERS



CANADIAN CENTRE *for*
CHILD PROTECTION™

A child performer is a child under 17 years of age, who performs in a capacity such as:

- *an actor or an extra*
- *a musician, singer, dancer or other entertainer*
- *a model promoting a product, idea or service*

PARENTING AND WORKING WITH CHILD PERFORMERS IS A SHARED RESPONSIBILITY

All adults have a duty to protect children. Child performers rely on parents, guardians and professional talent agency staff for their safety.

Parents and guardians need to be familiar with the activities of their children who work as performers. They need to understand the risk of abuse and they must be present at the job location or readily available to their children when they are working as performers.

Responsible professionals working in a reputable agency will conduct themselves appropriately and take seriously their obligation to ensure child safety. But while trustworthy agency staff will do their best to ensure all people working with children act safely and appropriately, they cannot substitute for a parent's or guardian's ability to watch their children, and their children's work environment, for signs of abuse or misconduct.

Parents and guardians should be familiar with the Code of Conduct for Working with Child Performers. They should be prepared to take action in reporting anyone who does not follow this code.

CODE OF CONDUCT FOR WORKING WITH CHILD PERFORMERS

Professionals working in a position of trust with children are obliged to protect the children from abuse and misconduct. They must maintain a high standard of conduct. The following code of conduct outlines expectations of behaviour for those working within the child talent industry.

ANY SEXUAL RELATIONSHIP WITH A CHILD, INCLUDING SEXUAL ABUSE OR HARASSMENT IS MISCONDUCT. EXAMPLES OF MISCONDUCT ALSO INCLUDE:

- writing inappropriate personal letters or e-mails to a child
- making inappropriate personal phone calls to a child
- giving personalized gifts to a child
- engaging in sexual conversations on the Internet or otherwise
- uttering suggestive comments
- inappropriately touching a child
- dating a child

EVERY PERSON WORKING WITH CHILD PERFORMERS MUST:

- avoid activities that might seem inappropriate to a reasonable observer.
- treat children with respect and dignity.
- establish, respect and maintain boundaries with all children.
- ensure a child is never left in the company of only one other individual.
- ensure children have privacy when changing clothing.
- ensure children do not participate in, or observe, any photo shoots or imagery of a sexually provocative or explicit nature.
- avoid behaviours, activities, conversations or interactions that might shame or humiliate a child.
- ensure a parent or guardian of a child performer is present or available to the child at the job location. If the parent or guardian cannot be present or available, they must designate a responsible adult who is at least 21 years old.
- treat all allegations or suspicions of sexual or other misconduct seriously; it is every adult's legal responsibility to report allegations of child abuse to local law enforcement and child welfare agencies.

ANYONE WORKING WITH CHILD PERFORMERS MUST NOT:

- endanger a child or make a child feel uncomfortable
- engage in any activity that goes against (or appears to go against) the code of conduct, regardless of whether they are serving the child talent agency business at that moment
- make any sort of remark, comment or joke to a child, or about a child, that is in any way suggestive, explicit or overly personal
- engage in any sort of physical contact with a child that may make the child feel uncomfortable, or that violates reasonable boundaries
- place a child in danger from anyone, either within or outside of the child talent agency business
- offer any child special treatment beyond the mandate of the child talent agency business, or expose or appear to expose a child to any risk of exploitation
- threaten or retaliate against anyone who discloses, reports or provides information about alleged misconduct
- conduct their own investigation into allegations or suspicions of sexual misconduct instead of reporting them to authorities — investigations must be carried out by child welfare and law enforcement agencies

EVERY PERSON WORKING WITH CHILD PERFORMERS MUST ALSO CONSIDER WHETHER:

- parents or guardians know about and approve of their children's activities
- an activity poses a risk to the personal integrity or security of a child
- an activity may contribute to a child's discomfort
- the child talent agency business may be detrimentally affected by an activity
- an activity may appear inappropriate to the child talent agency business, the child's family or the public