

Talebeyiz Biz Association

CODE OF CONDUCT



Talebeyiz Biz Association (TBD) Code of Conduct determines the responsibilities to ensure the safety of children and defines expected behaviors in connection with the TBD Child Safety Policy. The following code of conduct must be adhered to by everyone acting on behalf of TBD, especially our employees and members.

As TBD, we commit to observing the following code of conduct in our activities affecting children and to using legal reporting mechanisms when necessary.

TBD Code of Conduct

- We act with the awareness that children are equal and rights-bearing individuals, respecting their bodies, identities, personalities, and personal belongings.
- We understand the meaning of concepts of child safety, child participation, bodily autonomy, and the best interests of the child, and plan and implement all our activities to realize these concepts.
- We respect all differences related to children's personal characteristics, values, and living conditions, and we do not discriminate in any way.
- We exhibit non-hierarchical, non-violent, supportive, and inclusive attitudes and behaviors towards all children.



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- We recognize that children's participation in decisions concerning them is a right, and we take responsibility to enable their involvement in decision-making processes.
- We create environments where children feel safe and comfortable to express themselves freely, facilitate their input in their native languages, diversify means of expression, actively listen to children, and take their objections seriously.
- We advocate for gender equality.
- We uphold non-violence and avoid all forms of violence.
- We ensure safe action planning for all work carried out with children.
- We inform children and caregivers about any visual material we acquire regarding children and obtain written consent from caregivers and verbal consent from children based on this information.
- We do not arbitrarily acquire or use personal information about children. We ensure the confidentiality of the information we obtain. We do not share this information with anyone except the Child Safeguarding Focal Person and/or relevant employees unless required by the child's best interests. We always receive the child's consent before sharing.
- We do not engage in romantic or sexual relationships with children, acknowledging that this constitutes abuse and that no excuse can change this situation.
- We do not use, produce, or publish pornographic materials involving children, make sexual jokes, or share pornographic material with children.
- We do not work under the influence of alcohol or substances when working with children.



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- We do not dismiss children's questions. We clearly state when we do not know the answers and provide information to children if possible.
- We do not exploit children's labor.
- We do not engage in physical contact with children without their sincere consent and unless necessary.
- When we need to be alone with a child, we create an environment where another adult can observe.
- We facilitate and make accessible the reporting methods for children so that they easily report in situations that endanger child safety.
- If we have concerns or questions regarding the Child Safety Policy or observe or suspect violations of the Code of Conduct, we inform the Focal Person.

Based on situations encountered in the field and emerging needs, we annually revise our Code of Conduct. During the revision process, we prioritize the participation of all users, especially children. The responsibility for monitoring the revision process and updating according to needs lies with the Focus Person. The date of the last update is recorded in the document.

The TBD Code of Conduct was approved by the TBD Board of Directors and came into effect on May 21, 2024.

