



## **Child Protection Policy**

### **Purpose Statement:**

Rocky Mountain Institute (RMI) and its subsidiaries seek to protect the rights of all children and wish to ensure that children are safeguarded and protected in any circumstance in which they may be involved in any of our programs or activities. Though none of our current work is specifically targeted for children, some of our work involves working with schools and communities where children receive indirect benefits. By implementing this policy, our goals are to safeguard and protect children from any harm and provide a clear path of response for RMI personnel in the event of suspected abuse to or neglect of children.

### **Definitions:**

Child: any person under the age of eighteen (18).

Child abuse: physical, sexual, emotional abuse and/or neglect. Abuse can take place in person and online, by other children and/or adults, including those in positions of trust.

Child safeguarding: proactive steps taken to prevent violence against children including all forms of physical or mental violence, injury and abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse.

Child protection: responding to concerns and/or disclosures that a child may be experiencing, or may be at risk of physical and/or mental violence, injury and/or abuse, neglect and/or negligent treatment, maltreatment and/or exploitation, and/or sexual abuse.

Personnel: includes all RMI staff members, contractors, trustees, consultants, interns or other persons working on any RMI program or participating in any RMI-hosted event.

### **Provision of a Safe Environment for Children:**

RMI seeks to provide a safe environment for children whenever they are involved in any of its programs. To this end, this Child Protection Policy is included in RMI's Employee Handbook and is included in onboarding with all staff members, provided to RMI contractors if they will be interacting with any children, and is adopted and acknowledged by RMI's Board of Trustees.

### **Designated Person for Child Protection**

In the event there is a child abuse concern, it should be reported immediately to RMI's Designated Person for Child Protection. RMI's Designated Person for Child Protection is RMI's People Officer.

### **Reporting Procedures**

Personnel must report concerns or allegations of child abuse to RMI's Designated Person for Child Protection at the first possible opportunity to best ensure the safety of the child. If the Designated Person for Child Protection is unavailable, then concerns should be reported to RMI's CEO.

### **Procedures for Dealing with Complaints**

Upon receipt of any report or complaint of child abuse, RMI will take immediate steps to ensure compliance with this policy and ensure that the best interests of the child is the highest priority. RMI will investigate the report or complaint, appropriately disciplining, suspending, or terminating any Personnel as necessary.

### **Confidentiality and Whistle Blower Protection**

RMI and its subsidiaries acknowledge that if any personnel witnesses an incident, action, or event that may give them cause for concern regarding the protection of children, they are encouraged to report it with assurance of confidentiality as far as practically possible, without jeopardy to any investigations by external authorities or our own investigation