



## **Child Protection Operational Guidelines**

Our organization is committed to the protection of children's rights and our mission is to promote and ensure the well-being and safety of every child and youth that comes into contact with us. According to the Declaration of the Rights of the Child, "the child, by reason of his physical and mental immaturity, needs special safeguards and care, including appropriate legal protection, before as well as after birth", and it is in this spirit that our organization follows a Child Protection Policy with the aim to ensure that every child's best interests are safeguarded. Our Child Protection Policy provides a framework for the protection, provision and participation of all children, preventing any impairment to their health and development.

### **1. Scope**

- 1.1 Mobiliza-te's Child Protection Policy applies to all staff, Management Board members, volunteers and interns, those acting on behalf of our organization, such as consultants or members and all individuals who are otherwise involved in our organization's activities.
- 1.2 As to ensure that the Child Protection Policy is effectively implemented, Mobiliza-te will ensure that all staff members and other actors involved are informed about the policy and act in accordance with its provisions, ensuring the safety and well-being of the children they come into contact with. Any members or external partners who cooperate with Mobiliza-te will be asked to adhere to our organization's Child Protection Policy or provide evidence of their own Child Protection Guidelines.

## 2. Definitions

- 2.1. Child – This document is in line with the definition provided in the UN Convention on the Rights of the Child, which defines a child as every human being below the age of 18.
- 2.2. Child protection – Defined as the responsibilities and preventative activities and measures that aim to protect children, ensuring their safety and well-being, and that no child is subject to harm and abuse as a result of their interaction with our organization.
- 2.3. Child abuse – Our organization considers child abuse as it is defined by the WHO, as any type of “physical and/or emotional ill-treatment, sexual abuse, neglect, negligence and commercial or other exploitation, which results in actual or potential harm to the child’s health, survival, development or dignity in the context of a relationship of responsibility, trust or power”.

## 3. Rules of conduct

- 3.1 All staff and people otherwise involved in the organization’s activities should abide by the following rules of conduct, which comprise ethical and proper standards of behaviour of adults towards children.
  - a) Treat all children with due respect and dignity, respecting the basic rights of others;
  - b) Be aware of what constitutes abuse and its signs and report any suspicions immediately;
  - c) Treat all children equally, being inclusive and not discriminating;
  - d) Maintain high standards of professional conduct;
  - e) Be aware of how their behaviour, language, actions and relationships with children could be perceived;
  - f) Ensure that at least two staff members are present when meeting with children;
  - g) Keep the child’s personal information confidential;

- h) Obtain written consent from the child's parents/carers before photographing or filming for activities;
- i) Be aware of high-risk peer situations and the possibility of peer abuse (e.g. bullying).

**DO NOT:**

- a) Engage in any form of sexual activity with children;
- b) Engage in any action or behaviour that could be perceived as potentially abusive or inappropriate;
- c) Condone any violations of the Child Protection Policy by other staff or players involved;
- d) Initiate physical contact with children or touch them in any way that could be considered inappropriate or culturally insensitive;
- e) Let children behave inappropriately with each other;
- f) Be alone with a child, always aiming to have at least another staff member nearby when interacting with a child;
- g) Expose children to inappropriate materials, electronic or others;
- h) Photograph, film, or request children information unless you are given permission to do so by the organisation in the scope of its activities and have informed consent from the children's parents/carers;
- i) Ask or accept personal contact details from children (included but not limited to phone numbers, email, social media accounts).

4. Social Media

Our organisation aims to protect the privacy of all children involved in our organisation's activities. In this context, staff must not publish photographs or videos of children without the informed consent of the parents/carers and the child. No child should be portrayed in any way that could be seen as damaging to their privacy, dignity, safety and/or reputation. Any materials posted online by the organisation will not feature a child's family name, ID



number or personal location or address. No member of the staff or person involved in the company's activities will share their contact details, including social media, with any child, nor accept that a child shares their contacts with them. Any incidents of this nature will be communicated to the parents/carers of the children involved.

## 5. Consequences of breach of the Child Protection Policy

5.1 If any member of the staff, volunteer or intern witnesses or suspects any violation of the Code and believes that a child needs help, this must be reported to the designated authorities and follow-up on any action take by them. All incidents must be dealt with in a confidential manner that does not harm the victim nor the person reporting the incident.

5.2 If any member of the organisation is under suspicion of having violated the Child Protection Policy, they will be immediately suspended, pending the outcome of an investigation. Mobiliza-te reserves the right to take disciplinary action against any members who have been deemed guilty of Code violation, which may include informing the police of the fact.