



CENTRUL PENTRU PROMOVAREA INVATĂRII PERMANENTE-TIMISOARA/ROMANIA

CHILD PROTECTION POLICY		DOCUMENT NUMBER: 165/31.12.2014	
APPROVED BY: Pana Rodica	Organization: CPIP	REVISION NUMBER: Version 1	
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TITLE:	Child Protection Standards
PREAMBLE:	<p>These standards are a partnership management policy to guide implementation of the Partnership Policy on Children's Well-Being, specifically the following section:</p> <p><i>"Child Protection prevents and responds to exploitation, neglect, abuse, and other forms of violence affecting children. We seek to enable fulfillment of children's rights to protection from all forms of abuse and violence within families, schools, institutions and communities."</i></p>
POLICY:	<p>1.0 Child Protection Policies and Responsibilities</p> <p>1.1 Development of National Child Protection Policies: All employees are responsible for ensuring the development, implementation and periodic review of contextualized child protection policies, which are to be in accordance with local laws.</p> <p>1.2 Awareness: Our organization equips all staff, donors, visitors, volunteers, partners and others affiliated with our organization to understand and perform their child protection responsibilities and obligations.</p> <ul style="list-style-type: none"> • All adults who have an interaction or access to children or children's information will act in the best interest of children, and uphold our Child Protection Behavior Protocols and other child protection measures as requested. • If you become aware of any harm or risk to children, you will inform the appropriate authorities immediately <p>1.3 Child Protection Staffing: Our office appoints a Child Protection Lead to provide leadership to the implementation of the Child Protection Standards and to child protection technical programming across all sectors.</p>

2.0 Behavior Protocols

2.1 Child Protection Behavior Protocols: Rules of behavior to protect children are based on local and culturally appropriate interactions with children. All involved people (including staff, volunteers/interns, donors, sponsors, visitors, partners, Board/Advisory Council members, and independent contractors) abide by and acknowledge the understanding of our Child Protection Behavior Protocols. Behavior Protocols comply with the following International Behavior Protocols:

Acceptable Behavior – Staff:

- a) are careful about perception and appearance in their language, actions and relationships with children, and their behavior demonstrates a respect for children and their rights
- b) ensure that all physical contact with children is locally appropriate
- c) use positive, non-violent methods to manage children's behavior
- d) accept responsibility for personal behavior and actions as a representative of the organization
- e) are always accountable for their response to a child's behavior, even if a child behaves in a sexually inappropriate manner; adults avoid being placed in a compromising or vulnerable position with children
- f) where possible and practical, follow the 'two-adult' rule while conducting work, wherein two or more adults supervise all activities that involve children, and are visible and present at all times
- g) Comply with child protection related investigations (internal and external) and make available any documentary or other information necessary for the completion of the investigation.

Unacceptable Behavior – Staff does not:

- a) behave in an inappropriate physical manner, or develop a sexual relationship with a child (under 18 years old), regardless of the country specific legal age of consent
- b) touch children in an inappropriate or culturally insensitive way
- c) use language, make suggestions or offer advice which is inappropriate or abusive, including language that causes shame or humiliation, or is belittling or degrading
- d) spend excessive or unnecessary time alone with a child, away from others or behind closed doors or in a secluded area
- e) condone or participate in behavior with children which is illegal, unsafe or abusive; including harmful traditional practices, spiritual or ritualistic abuse
- f) hire children in any form of child labor;
(Child labor is work that is mentally, physically, socially or morally dangerous and harmful to children, or that interferes with their schooling. See ILO Convention 182 and 138 for further explanation of child labor.)
- g) hit or use other corporal punishment against a child while the child is in our care or supervision
- h) take a child alone in a vehicle for work, unless it is absolutely necessary, and with parental/guardian and managerial consent.

2.2 Corrective Action: Failure to follow Behavior Protocols, or other inappropriate behavior toward children, is grounds for discipline, up to and including termination of the working relationship or dismissal from employment, volunteer/internship or Board/Advisory Council membership.

3.0 Recruitment

3.1 Screening: our organization takes diligent measures to screen out all people who might seek to use their position to harm children. These measures include addressing child protection in interviews and in references. Child protection screening measures are applied to all candidates for staff, Board/Advisory Council members, volunteers and independent contractors.

5.0 Communications, Social Media and Digital Technology

5.1 Dignity: In all forms of communication, children are treated and portrayed with dignity and not as helpless victims or in sexually suggestive poses.

5.2 Consent: Children who are primary subjects of text, photo and/or video resource gathering by staff must provide informed consent. Informed consent means the subject has a general understanding of the purpose of the reporting or photography, and gives verbal or written permission thereof. In the following situations, written consent is collected from the parent, guardian, or other legally required entity or individual, and the child (as appropriate for age):


- a) a child could be personally identified or
- b) the sensitive nature of their personal disclosure or situation could possibly cause damage to their privacy, dignity, safety or reputation, or
- c) where otherwise required by applicable law.

5.3 Empowerment: our organization actively supports the empowerment of children, parents and sponsors/donors to understand how to safely and appropriately utilize social media and digital technology, while avoiding risks and appropriately responding to threats.

5.4 Prevention of Harm in Communications: our organization takes the following steps to prevent harm through communications, social media and digital technology (including photographs/videos/audio clips, stories, articles, or any other communication materials):

- a) Material posted on social media or digital technology does not contain a child's family name, ID number, or child's personal location/address.
- b) Material with a child or children is not geo-tagged to precise locations if it contains any part of the child's name.
- c) Personal child information that is captured, stored or sent through electronic, on-line or mobile devices is password protected.
- d) Wherever possible, measures are taken to prevent electronic copying of photographs without our permission (utilizing digital water-marking and right-click disable functions).
- e) Our organization provides reporting and response options so that children or their caregivers can report any incident(s) where either party feels uncomfortable or threatened.

5.5 Reporting Communications, Social Media and Digital Technology Standard Violations: All violations of these standards should be reported to the National Child Protection Lead. Responses are based on the magnitude of risk and its severity to children.

	<p>6.0 Child Protection Incidents and Response Protocols</p> <p><u>Responding to Child Protection Incidents:</u> Organization offices are required to investigate and respond to reports of child abuse in areas where the organization is operational in ways which are consistent with local law. Responses to child protection incidents will be immediate, by reporting the incident to local and national authorities, ceasing the program/activity wherein the breach was created, and removing potential offenders from the possibility of continuation of the incident.</p>
<p>DEFINITIONS:</p>	<ul style="list-style-type: none"> • <i>Child:</i> Any person below the age of 18. • <i>Child protection:</i> All measures taken to prevent and respond to abuse, neglect, exploitation and all other forms of violence against children. • <i>Child protection incident:</i> 1) Gross violation of child rights to protection from physical or psychological abuse, neglect, exploitation, or other forms of violence – including trafficking, sexual and labour exploitation, female genital mutilation and early marriage. 2) Any violation of the Child Protection Policy and Standards which puts children in direct risk of harm. 3) Any death or serious injury of a child that is under the organization's temporary care, or while participating in an organized activity, or caused by a member of staff, volunteer, intern, contractor, consultant, visitor, partner agency or donor/sponsor. • <i>Child safe organisation:</i> An organisation that is committed to being safe for children.
<p>SCOPE:</p>	<p>This Child Protection Policy applies to the entire extent of our organizational profile and all staff, members, volunteers, teachers/trainers, sponsors, etc. for which the organization assumes responsibility.</p> <p>The organization does not assume responsibility for external stakeholders.</p>
<p>Date 31.12.2014</p>	<p>Signature </p>

