

SEXUL VS
BARZA



Asociația SEXUL vs BARZA

Adresă: str. Cuza Vodă nr. 165, Oltenița, 915400, jud. Călărași

CUI: 33619209

Nr. registru local: 10/2014 din 23.09.2014

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Web: www.sexulvsbarza.ro / www.youtube.com/sexulvsbarza

ASOCIAȚIA SEXUL vs BARZA's CHILD PROTECTION POLICY

Version 2023

**(Decision 12/12.04.2023 of the Board of Directors of Asociația
SEXUL vs BARZA regarding Child Protection Policy)**



1 Aim and Guiding Principles of Policy

Child abuse (as defined in Annex 1 of this document) is a serious violation of children's rights. Asociația SEXUL VS BARZA (further named „SEXUL vs BARZA” in this document) minimizes the risk of child abuse occurring in its programs and activities through the implementation of this Policy. The Child Protection Policy and Code of Conduct (Annex 2 of this document) provide a practical guide to prevent child abuse occurring within the organization and incorporate risk management strategies.

The reporting process in the Policy outlines obligations and responsibilities for reporting and managing any concerns about child abuse. It also protects personnel, associates, and representatives of SEXUL VS BARZA from unfair processes should any allegations be made about them.

SEXUL VS BARZA's recruitment process includes rigorous screening of all personnel and associates to minimize the risk of a person who poses a threat to children being employed by the organization.

These strategies will assist everyone to understand their child protection responsibilities, maintain a positive work environment and also create safe environments where children are protected and enabled to survive and thrive.

The Policy aims to ensure SEXUL vs BARZA is a child safe organization and provide a child safe, inclusive and respectful environment for children who are beneficiaries of our programs and activities.

However the principles of the Policy and Code of Conduct extend to all children in the following ways:

- ⌚ By listening to children and young people and allowing them to have a voice in our community. This includes our online community;
- ⌚ Through the messages we promote around valuing and protecting children;
- ⌚ Being positive role models for children at work, at home and in our communities;
- ⌚ Talking with others, including children and young people about child protection and child rights and responsibilities;
- ⌚ Displaying safe and respectful interactions with children and young people in and out of the work place;
- ⌚ Valuing our role as parents, guardians, grandparents, aunts and uncles and caring for and teaching our children in safe and non-violent ways;
- ⌚ Responding to child abuse in our community;
- ⌚ Staying well informed about child protection preventative measures in both the community and formal systems;



Guiding Principles

SEXUL vs BARZA's commitment to child protection is based on the following principles:

- 🕒 Promoting and protecting the best interests of children at all times;
- 🕒 Zero tolerance of child abuse;
- 🕒 Child protection is a shared responsibility between the organization, all personnel and associates, its partners and the communities in which it works;
- 🕒 The views of children and young people will be used to inform child protection policy and program development.

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Scope of the Policy:

This Policy applies to the following:

(a) All personnel and associates of SEXUL vs BARZA:

- 🕒 Permanent, maximum term and casual staff;
- 🕒 Individual contractors and consultants;
- 🕒 Volunteers;
- 🕒 Board members;
- 🕒 Partners that have a formal/contractual relationship with SEXUL VS BARZA;
- 🕒 Interns;
- 🕒 Work experience students.

(b) For others engaged by SEXUL vs BARZA (known as 'representatives') having with children for a period of one day or longer such as:

- 🕒 Journalists and media personnel;
- 🕒 Photographers / videographers;
- 🕒 Donors;
- 🕒 Supporters;
- 🕒 Guest presenters;
- 🕒 Entertainers;
- 🕒 Visitors including the spouse/partner or family member of SEXUL VS BARZA personnel or associates.



The Policy does not need to be signed by people engaged by SEXUL VS BARZA for less than one day, and/or who will have no contact with children. These people must be made aware of the Policy and SEXUL VS BARZA's child protection standards and be supervised by an SEXUL VS BARZA staff member at all times.

3 Translation

The Policy, Code of Conduct and Reporting Process should be translated into local language/dialect to ensure accessibility for all personnel.

4 Implementation

Child Protection is everybody's responsibility as outlined in the Policy and Code of Conduct, however there will be specific roles, responsibilities and accountabilities for key staff including Human Resources (HR), Child Protection team and Program Managers which are included in position descriptions and the Child Protection Implementation Guidelines.

The Child Protection Policy and Code of Conduct will be implemented through:

(a) The board of the Association (President, Vicepresiden, Secretary) will enhance awareness of child protection issues among personnel and associates through policy promotion and monitoring, technical advice, collaboration with all programs and departments, child protection program design, advocacy and ongoing education and training. The board of the Association, together with, if it is the case, project managers, are also responsible for managing any critical child protection reports.

(b) Compliance – all personnel, associates, and representatives of SEXUL VS BARZA are required to sign the Policy and Code of Conduct agreeing to comply with the principles and standards they contain. All personnel are encouraged to discuss this Policy and Code of Conduct at the commencement of their employment/engagement with SEXUL vs BARZA if they have any questions or concerns. Personnel should contact their direct superior to do this.

(c) Child Protection Code of Conduct – outlines acceptable and unacceptable behavior in relation to children. A breach of the Code may result in termination of employment.

(d) Reporting of alleged or suspected cases of child abuse – all personnel, associates, and representatives of SEXUL vs BARZA must report any concerns they have for the safety or wellbeing of a child. Reports will be handled professionally, confidentially, and as quickly as possible and will meet country specific legislative requirements. Any person who intentionally makes a false allegation or malicious allegation will face disciplinary action.

(e) Child Protection Risk Management – effective child abuse prevention strategies will be incorporated in all SEXUL vs BARZA program designs, activities and emergency responses.

(f) Recruitment and personnel and associates' management practices – prospective and current personnel will be screened and monitored to ensure the organization does not employ/engage or retain people who pose an unacceptable risk to children.



5 Measures for breach of the Policy and Code of Conduct

The following measures can be applied for any personnel, associate or representative who breaches the Child Protection Policy and/or Code of Conduct:

- ⌚ Meeting to discuss breach and opportunity for person to provide their account/understanding of the situation;
- ⌚ Performance management;
- ⌚ Further education on the Child Protection Policy and Code of Conduct;
- ⌚ Formal warning and monitoring;
- ⌚ Transfer to other duties;
- ⌚ Suspension pending investigation;
- ⌚ Internal investigation;
- ⌚ Report to Police;
- ⌚ Dismissal.

These measures will apply alongside any criminal investigation where relevant.

6 Child Safe Recruitment and Screening

Recruitment and screening of personnel and associates must reflect SEXUL VS BARZA commitment to protect children by ensuring checks and procedures are in place to screen out anyone who may be unsuitable to be in contact with children and young people and attract the safest people who share SEXUL VS BARZA values and commitment to protect children.

This Policy commits SEXUL vs BARZA to preventing a person from working with children if they pose an unacceptable risk to children.

All employment contracts must contain provisions for dismissal, suspension or transfer to other duties for any personnel who breach the Child Protection Policy and Code of Conduct.

SEXUL vs BARZA has a robust recruitment and screening process for all personnel and associates.

These include:

(a) Personnel and Associates. For all:

- ✓ Criminal history check prior to engagement;
- ✓ Child protection interview question;
- ✓ Two verbal reference checks - including question relating to the applicant's general conduct. One reference must be from the person's current or most recent employer;
- ✓ Sign the Child Protection Policy and Code of Conduct prior to engagement;

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✓ Once engaged, attend a Child Protection Policy training session.

(b) Additional procedures for those working with children or having access to child sensitive data:

- ✓ Targeted/behavioural based interview questions used to determine attitudes, motivations, and values in regard to children and young people and working with them;
- ✓ Reference check to include questions regarding any concerns about candidate's conduct when working or interacting with children and young people;

(c) These procedures must be evidenced by:

- ✓ Documented criminal record checks for personnel and associates in contact with children;
- ✓ Documented verbal referee checks;
- ✓ Interview plans incorporating behavioural-based interview questions that are specific to positions that involve working with children;
- ✓ Documented request for an applicant to disclose whether they have been charged with child exploitation offences and their response.

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7 Child Protection Reporting and Investigation Process

The Child Protection Reporting Process must be followed when reporting a concern for the safety or wellbeing of a child or a breach of this Policy and/or Code of Conduct.

SEXUL vs BARZA will treat all concerns raised seriously and ensure that all parties will be treated fairly and the principles of natural justice will be a prime consideration.

Where required an internal investigation will be conducted in regards to a report made. In most cases the investigation will be conducted by President together with Project managers.

Children and young people, parents/guardians and community members involved in SEXUL VS BARZA programs or activities should be informed on how to raise a concern about their safety or wellbeing or that of another child. This can be done verbally or in written form.

Personnel and associates must inform their direct superior if they believe they or a member of their family may be at risk of harm for making or being part of making a child protection report.



8 Child Protection Risk Assessment

SEXUL vs BARZA personnel will undertake a child protection risk assessment on all programs and activities that have contact with children. The assessment should identify risks, classify any high risk activities, and document steps being taken to reduce or remove these risks.

Child Protection Risk Assessments should be undertaken at the program design and proposal stage and at all reporting intervals.

Effective child abuse prevention strategies will be incorporated in SEXUL vs BARZA program designs, activities and emergency responses.

9 Partners and Responsibilities

For the purpose of the Policy partners are defined as:

- ⌚ Those with whom contracts/formal relationship are held for implementing programs;
- ⌚ Academic and research institutions;
- ⌚ International Non-Government Organisations (INGOs);
- ⌚ Local Non-Government Organisations (NGOs) and Community Based Organisations;
- ⌚ Partners and subcontractors who are engaged by SEXUL VS BARZA to perform any part of a funded activity.

SEXUL VS BARZA must ensure the partner complies with relevant child protection standards.

10 Training

All permanent, maximum term and casual staff and Board Members of SEXUL VS BARZA must attend a Child Protection Policy training session within six months from the commencement of their employment or appointment.

All permanent, maximum term and casual staff and Board Members of SEXUL VS BARZA should attend a refresher Child Protection Policy training session every two years.

All other personnel and associates of SEXUL VS BARZA must be provided with an induction on the Policy and Code of Conduct.

11 Review

The Policy will be reviewed every three years.

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Annex 1 - Definitions

Child: Asociația SEXUL vs BARZA uses the United Nations Convention on the Rights of the Child (UNCRC) definition of a child, which is any person under the age of 18, regardless of whether a nation's laws recognize adulthood earlier.

Young person: Usually defined as a person between the ages of 12-25 years.

Child Protection: the measures and structures to prevent and respond to abuse, neglect, exploitation and violence affecting children.

Personnel and Associates of Asociația SEXUL VS BARZA: permanent, maximum term or casual staff, individual contractors and consultants, Board members, volunteers, partners, interns and work experience students.

Representatives of Asociația SEXUL VS BARZA: people engaged by SEXUL vs BARZA having contact with children for a period of one day or longer such as:

- Journalists and media personnel;
- Photographers and videographers;
- Donors;
- Supporters;
- Guest presenters;
- Entertainers;
- Visitors including the spouse/partner or family member of SEXUL VS BARZA personnel or associates

Child Abuse: the deliberate act of ill-treatment that can harm or is likely to cause harm to a child's safety, wellbeing, dignity and development. Abuse includes all forms of physical, sexual, psychological or emotional ill treatment.

Physical Abuse: involves the use of violent physical force so as to cause actual or likely physical injury or suffering (eg hitting, shaking, burning, female genital mutilation, torture).

Emotional or Psychological Abuse: includes humiliating and degrading treatment such as bad name calling, constant criticism, belittling, persistent shaming, solitary confinement and isolation.

Sexual Abuse: includes all forms of sexual violence including incest, early and forced marriage, rape, involvement in pornography and sexual slavery. Child sexual abuse may also include indecent touching or exposure, using sexually explicit language towards a child and showing children pornographic material.

Neglect: Deliberately, or through carelessness or negligence, failing to provide for, or secure for a child, their rights to physical safety and development.

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Exploitation: refers to the use of children for someone else's advantage, gratification or profit often resulting in unjust, cruel and harmful treatment of the child. These activities are to the detriment of the child's physical or mental health, education, moral or social-emotional development.

Violence: "The intentional use of physical force or power, threatened or actual, against a child, by an individual or group, that either results in or has a high likelihood of resulting in actual or potential harm to the child's health, survival, development or dignity" (WHO in the World Report on Violence and Health 2002). Violence can be committed by individuals or by the State as well as group and organizations through their members and policies. It results not only in fear of/or actual injury but also in fundamental interference with personal freedom.

Harm: the result of the exploitation, violence, abuse and neglect of children and can take many forms, including impacts of children's physical, emotional and behavioural development, their general health, their family and social relationships, their self esteem, their educational attainment and aspirations.

Contact with Children: working on an activity or in a position that involves or may involve contact with children, either under the position description or due to the nature of the work environment.

Working with Children: working in a position that involves regular contact with children, either as part of the person's position description or due to the context of the work that brings the person into regular contact with children.

Unacceptable risk: the portion of identified risk that cannot be tolerated, and that must be either eliminated or controlled. For people deemed an unacceptable risk, control mechanisms are not considered appropriate.

Sexual health: a state of physical, emotional, mental and social well-being in relation to sexuality; it is not merely the absence of disease, dysfunction or infirmity. Sexual health requires a positive and respectful approach to sexuality and sexual relationships, as well as the possibility of having pleasurable and safe sexual experiences, free of coercion, discrimination and violence. For sexual health to be attained and maintained, the sexual rights of all persons must be respected, protected and fulfilled (WHO, 2006).

Sexual rights: embrace human rights that are already recognized in national laws, international human rights documents and other consensus statements. They include the right of all persons, free of coercion, discrimination and violence, to:

- the highest attainable standard of sexual health, including access to sexual and reproductive health care services;
- seek, receive and impart information related to sexuality;
- sexuality education;
- respect for bodily integrity;
- choose their partner;
- decide to be sexually active or not;
- consensual sexual relations;
- consensual marriage;
- decide whether or not, and when, to have children; and
- pursue a satisfying, safe and pleasurable sexual life.

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The responsible exercise of human rights requires that all persons respect the rights of others. (WHO, 2002)

Sexuality education: learning about the cognitive, emotional, social, interactive, and physical aspects of sexuality. Sexuality education starts early in childhood and progresses through adolescence and adulthood. For children and young people, it aims at supporting and protecting sexual development. It gradually equips and empowers children and young people with information, skills and positive values to understand and enjoy their sexuality, have safe and fulfilling relationships and take responsibility for their own and other people's sexual health and well-being. It enables them to make choices which enhance the quality of their lives and contribute to a compassionate and just society. All children and young people have the right to have access to age-appropriate sexuality education. (WHO Regional Office for Europe and BZgA, Standards for Sexuality Education in Europe, 2010).

Consent in sexuality education / information provision: Sexuality education in any setting is strictly consent-based: while every child and young person has a right to sexuality education, only children and young people who freely provide their informed consent will receive a sexuality education intervention.



Annex 2 – Child Protection Code of Conduct

Whilst employed, engaged or representing Asociația SEXUL vs BARZA, I will:

- Treat all children and young people with respect regardless of race, colour, sex, language, disability, religion, political or other opinion, national, ethnic or social origin, property, birth, disclosed sexual status or sexual history or other status;
- Uphold sexual rights of children and young people, in the purpose of ensuring their highest attainable standard of sexual and emotional health;
- Uphold the rules of consent in sexuality education / information provision; uphold the definition and values of sexuality education provided by the WHO Europe / BZgA;
- Provide a welcoming, inclusive and safe environment for all children, young people, parents/ guardians, community members, personnel, associates and representatives of Asociația SEXUL vs BARZA;
- Not use physical or humiliating punishment on children or young people;
 - Encourage children, young people, parents/guardians, community members, partner organisation personnel, personnel, associates and representatives of Asociația SEXUL vs BARZA to speak up about issues that affect them;
- Immediately report concerns or allegations for the safety or wellbeing of a child or young person, or breach of this Policy and Code of Conduct in accordance with Child Protection Reporting Process;
- Comply with and observe the laws, customs and traditions of countries I work in or visit. In cases where the laws, customs or traditions contravene the UN Convention on the Rights of the Child (UNCRC), the UNCRC shall be upheld;
- Ensure that, whenever possible, another adult is present when I am working with children or in contact with children involved in Asociația SEXUL vs BARZA programs or activities, offline and online;
 - Speak with my direct superior about any concerns I have of my involvement in any situation where my words, actions or behavior may be misinterpreted;
 - Speak with my direct superior if I am involved in any situation which would be likely to have a negative impact on the reputation of Asociația SEXUL vs BARZA;
- Immediately disclose all charges, convictions and other outcomes of an offence which occurred before or occurs during my employment/engagement with Asociația SEXUL vs BARZA that relate to child exploitation and abuse;
- Use any computers, mobile phones, video cameras, cameras or social media appropriately, and never to exploit or harass children or young people or access child exploitation materials through any medium;
- Ensure children/young people involved in research or consultation for Asociația SEXUL vs BARZA participate in these activities voluntarily, are well informed of the process and have provided consent.

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And I will NOT:

- Use language that is offensive, discriminatory, demeaning, shaming, culturally inappropriate, abusive or of a sexual nature when speaking with or in the presence of a child or young person;
- Engage in behaviour to shame, humiliate, belittle or degrade a child or young person or otherwise emotionally or psychologically abuse a child or young person including exposing them to family violence;
- Marry a person under the age of 18;
- Act in a sexually provocative manner or engage children in any form of sexual activity, including paying for sexual services or acts regardless of perception of age or development;
- Physically abuse a child or young person;
- Use social media to contact, access, solicit or befriend a child or young person involved in Asociația SEXUL vs BARZA programs or activities and not place images of those children or young people on personal social media sites; Consequently, in the case of SEXUL vs BARZA's online information and support services, I understand that all contact to our service is initiated by children / young people: SEXUL vs BARZA does not contact beneficiaries and strictly limits follow-ups to exchanges that derive strictly from the conversation which the child / young person has initiated with SEXUL vs BARZA's information services;
- Hold, kiss, cuddle, touch, speak or write to a child or young person in an abusive, unnecessary or culturally insensitive way;
- Condone or participate in behaviour with children or young people which is illegal or abusive;
 - Spend time with children or young people involved in Asociația SEXUL vs BARZA programs and activities outside work hours unless I live and work in the same community and come together with those children and young people in the context of my family, social and community life. If this is the situation, I will continue to comply with the Policy and Code of Conduct and be a positive role model and mentor for those children and young people and not discuss private/confidential information concerning them outside work hours, I will not disclose and personal information about myself or establish any type of personal relationship with a child / young person in my community that is also a beneficiary of Asociația SEXUL vs BARZA;
- Discriminate against or act in favour of particular children or young people to the exclusion of others;
- Hire children for domestic or other labour which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury;
- Do things for children involved in Asociația SEXUL vs BARZA programs or activities of a personal nature that they can do for themselves such as toileting or changing their clothes;
- Sleep in close proximity to children or young people involved in Asociația SEXUL vs BARZA programs or activities that I am working with or in contact with unless it is absolutely necessary by outstanding exceptional situations and in which case I will keep my superior informed and ensure another

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adult is present, where possible (noting this does not apply to my own children).

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Use of children's images: When photographing or filming a child or using children's images for work-related purposes I must:

- Assess and endeavour to comply with local traditions or restrictions for reproducing personal images before photographing or filming a child;
- Obtain informed consent from the child and parent/guardian of the child before photographing or filming a child. As part of this I must explain how the photograph or film will be used;
- Ensure photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should be adequately clothed and not in poses that could be seen as sexually suggestive;
- Ensure images are honest representations of the context and facts;
- Ensure file labels, meta data or text descriptions do not reveal identifying information about a child when sending images electronically or publishing images in any form;
- Ensure a child is not subject to a legal order (i.e. Family Court, domestic violence order, child protection or criminal order) where the safety of the child or parent/guardian may be at risk or the privacy of the child is compromised, if the identity and location of the child is revealed.