



DOM **DUGA** ZAGREB



CHILD PROTECTION POLICY

HOME FOR CHILDREN AND ADULTS - VICTIMS FAMILY VIOLENCE "DUGA - ZAGREB"

This policy ensures the highest standards of professional conduct and personal practice to ensure maximum safety of children during their participation in the activities and programs of the "Duga - Zagreb" Home



Policy and procedures of child protection in the "Duga - Zagreb" Home

The Home for Children and Adults - Victims of Domestic Violence "Duga - Zagreb" is committed to protecting the well-being of children and young people who are in any way involved in our activities, interventions or professional work.

The child protection policy and associated procedures of the Home "Duga - Zagreb" are in accordance with the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence and the United Nations Convention on the Rights of the Child (UNCRC).

Principles and values of child protection

This child protection policy addresses the protection of children and young people as defined by the UN Convention on the Rights of the Child. All children and adolescents involved in activities, projects and programmes related to Dom "Duga - Zagreb" have the right to health, well-being and safety and to have their best interests considered as a primary priority. This includes the following essential items:

- ✚ Protection of the psycho-physical and emotional development of children, so that they can realize their full potential;
- ✚ Surroundings appreciation, respect and understanding in context their culture, religions and ethnicity
- ✚ An approach in which they will be heard and their views will be carefully considered. An environment of encouragement and support for participation in decisions that affect them, including decisions about their protection.

Child protection policy

In this context, a policy is a statement of intent that demonstrates a commitment to child protection and clearly defines what is required in relation to child protection. A child protection policy helps to create a safe and positive environment for children and shows that the institution takes its duty seriously.

Purpose of child protection policy

The "Duga - Zagreb" Home is introducing a child protection policy with the following goals:

- ✚ So that child beneficiaries are protected. Many children who grow up in adverse living conditions have already experienced disappointments in relationships of trust, and possibly physical, psychological or sexual abuse. It is also important to recognize that in situations of domestic violence, the safety of the parent who is a victim of domestic violence is extremely important for the protection of children.

- ✦ In order for employees/volunteers/professional associates of the institution to be protected through education on the protocols of conduct at the "Duga - Zagreb" Home. All children have the right to protection from all forms of violence, abuse and exploitation. Therefore, it is the responsibility of the "Duga - Zagreb" Home to ensure that all activities, policies, projects and programs are safe for children. This also means that employees have clear instructions on how to treat children and that they know how to react in situations where children's rights are at risk.
- ✦ In order to protect the reputation of the House "Duga - Zagreb". Organizations working with violence are in direct or indirect contact with vulnerable children who were, are and will continue to be vulnerable to abuse. Without the existence of appropriate policies and standards for the protection of children, the possibility of timely recognition and reaction to new potential forms of abuse that child users of the "Duga - Zagreb" services may encounter is reduced.

Awareness raising and sensitization

For the effective implementation of the child protection policy, it must be clearly understood by all those concerned. Dom "Duga - Zagreb" will ensure that all employees, trainees, volunteers and professional associates are informed about this policy, behave in accordance with its provisions and do not cause harm to children they may encounter during or outside of their work.

Creating safe work programs

Dom "Duga - Zagreb" encourages its employees to design and implement work programs that are safe for children.

If the "Duga - Zagreb" Home develops programs that include children, it will also develop risk reduction strategies in order to minimize the risk for children while the children are in one of the assistance programs at the "Duga - Zagreb" Home, primarily for children who are housed in a shelter at the institution.

Code of Conduct for the Protection of Children at the "Duga - Zagreb" Home

The Duga - Zagreb Home is committed to protecting children from all forms of abuse and exploitation. In this regard, all necessary actions will be taken in all its departments to prevent child abuse, or to reduce the harmful consequences if information about abuse that has already occurred is obtained.

This code of conduct includes guidelines on ethical standards of behavior of adults towards children. It has been developed with the best interests of the child as the primary goal and should be interpreted in the spirit of transparency and common sense.

WHAT TO DO

- ❖ Be educated and aware of what constitutes child abuse and exploitation, as well as understand the provisions set out in the child protection policy.
- ❖ Recognize signs of abuse and immediately report any suspicious observations to a responsible person within the institution.
- ❖ Be sure to know who the responsible person is within the institution.
- ❖ Respect the authorities and reporting protocols and procedures.
- ❖ Respect the fundamental rights of others by treating them fairly, honestly, tactfully, with dignity and respect.
- ❖ Treat all children equally: be inclusive and include all children without discrimination.
- ❖ Actively work to ensure the highest level of mutual respect.
- ❖ Maintain high standards of personal and professional conduct.
- ❖ Protect the health, safety and well-being of oneself and others.
- ❖ Be aware of high-risk situations in peer relationships (e.g., the possibility of discrimination of minors).
- ❖ Be aware of the possibility of abuse by peers (e.g., bullying).
- ❖ In case of recognized need, develop special measures/supervision to protect younger and particularly vulnerable children from abuse by peers and adults.
- ❖ Provide an environment that encourages children's personal, physical, social, emotional, moral and intellectual development.
- ❖ Encourage and respect children's voices and views.
- ❖ Limit access, i.e. ensure conditions that children are not exposed to inappropriate electronic material.
- ❖ Respect the confidentiality of children's personal data at all times.
- ❖ Avoid photographing or recording children, in exceptional, especially justified cases, obtain informed written consent from the child and parents when photographing, recording or requesting personal data, all in accordance with regulations on personal data protection.

WHAT NOT TO DO

- ❖ Not to engage in any actions or behaviors that could in any way be construed as poor practice or potential violence.
- ❖ Not to perform activities for children that they can do themselves (that a parent can do for them), including dressing, grooming, writing homework.
- ❖ Not to discriminate, embarrass, humiliate, belittle or humiliate children. This includes anything that could be considered emotional abuse (e.g. using language that will mentally or emotionally abuse a child or telling a story/showing pictures that will mentally or emotionally abuse a child).
- ❖ Not to hit or otherwise physically assault a child.
- ❖ Not to act in any way that could be violent or expose others to risk of abuse.
- ❖ Not to condone violations of this code by others.
- ❖ Not to be alone with a child in circumstances that do not require it.
- ❖ Not to allow children to engage in sexually provocative play with each other.
- ❖ Do not kiss, hug, caress, or touch a child in an inappropriate or culturally insensitive manner (e.g., do not initiate physical contact, such as holding hands, unless initiated by the child).
- ❖ Do not suggest inappropriate behavior or relationships of any kind or encourage a child to become infatuated.
- ❖ Do not photograph, record, or request personal information unless reasonably necessary to address the child's status issues.

