

## Child Protection Policy

### Forum Voix Étouffées

#### Chapter 1: Definitions and Identification of Risks

##### 1.1 Definitions In this Child Protection Policy, the following definitions apply:

a) Child: Any individual below the age of 18 years. b) Child Protection: The set of measures and activities designed to prevent and respond to any harm, abuse, or neglect of children. c) Child Safeguarding: The proactive approach to ensure children's well-being, safety, and protection in all aspects of the organization's activities. d) Risk: Any situation, behavior, or condition that may pose a threat to the safety and well-being of children within the context of our organization's activities and mission.

##### 1.2 Risks to Children Our organization acknowledges that children may face various risks in our specific context. These risks may include, but are not limited to:

a) Physical harm or injury during activities. b) Emotional or psychological distress caused by inappropriate behavior or communication. c) Sexual exploitation or abuse. d) Neglect or failure to provide adequate care. e) Exposure to harmful materials or content. f) Discrimination or harassment based on age, gender, race, religion, or other factors. g) Bullying or peer-to-peer harm. h) Online risks, including cyberbullying, inappropriate content, and grooming.

#### Chapter 2: Unacceptable Behaviors

##### 2.1 Unacceptable Behaviors It is strictly prohibited for any individual associated with our organization, including employees, volunteers, trainees, and participants, to engage in the following behaviors when working with children:

a) Physical abuse or violence. b) Sexual abuse or harassment. c) Verbal or emotional abuse. d) Neglect or failure to provide necessary care. e) Discrimination or harassment in any form. f) Inappropriate touching or gestures. g) Sharing or promoting harmful content. h) Bullying or any form of intimidation. i) Any behavior that could harm a child physically, emotionally, or psychologically.

#### Chapter 3: Safe Recruitment Procedures

##### 3.1 Safe Recruitment Procedures Our organization is committed to ensuring the safety of children through a rigorous recruitment process for all employees, volunteers, and trainees. This process includes:

a) Conducting criminal background checks for all personnel who will have contact with children. b) Checking references and qualifications. c) Interviewing candidates to assess their suitability for working with children. d) Providing clear job descriptions outlining responsibilities and expectations regarding child protection.

#### Chapter 4: Data Protection Procedures

4.1 Data Protection Our organization follows strict data protection procedures to safeguard the personal information of children and their families. These procedures are in compliance with relevant data protection laws and regulations.

#### Chapter 5: Training on Child Safeguarding

5.1 Training of Staff All staff members, including employees, volunteers, and trainees, will undergo comprehensive training on child safeguarding and our child protection policies. This training will be provided regularly to ensure awareness and competence.

#### Chapter 6: Document Revision

6.1 Revision Schedule This Child Protection Policy will be reviewed and updated at least annually or as needed to reflect changes in legislation, best practices, or organizational needs.

#### Chapter 7: Child Protection Officer/Reporting Authority

7.1 Reporting Authority Florence du Closel will serve as the reporting authority responsible for overseeing child protection measures within our organization.

#### Chapter 8: Reporting Procedures

8.1 Reporting Child Protection Concerns Any individual who suspects or becomes aware of child protection concerns should immediately report the issue to the Child Protection Officer using the designated reporting form. Clear instructions on who should be informed and when will be provided in the reporting process.

#### Chapter 9: Referral and External Systems

9.1 Referral Procedures Our organization will cooperate with external child protection agencies and authorities when necessary, ensuring a swift and appropriate response to child protection concerns.

#### Chapter 10: Complaint Mechanism

10.1 Complaints A confidential complaint mechanism will be established to allow children, their families, and staff to report any child protection concerns or violations of this policy. Complaints will be thoroughly investigated, and appropriate action will be taken.

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Amaury du Closel

