

CHILD PROTECTION POLICY

INTRODUCTION

EFYS supports the protection of children's rights and is directly involved in actions to support their health, well-being and safety.

This child protection policy refers to the protection of children and adolescents as defined by the **UN Convention on the Rights of the Child** and applies to all children, excluding and opposing all forms of discrimination, racism and inequality.

PURPOSE OF THIS POLICY

The aim of the EFYS child protection policy is:

- ensure that the organization's projects, its employees, or other persons working with or on behalf of EFYS do not harm children and
- ensure that child safety risks and instances of misconduct are identified, reported and addressed in an appropriate and timely manner.

SCOPE OF APPLICATION

EFYS 's child protection policy covers:

1. All EFYS workers.
2. Visitors.
3. Sub-contractors, suppliers/sub-contractors and implementing partners who have direct contact with children through projects implemented or financially supported by EFYS.

DEFINITIONS

Child - For the purposes of this policy, a child is defined as anyone under the age of eighteen years, in accordance with Article 1 of the *United Nations Convention on the Rights of the Child*.

Child beneficiary - For the purposes of this policy, the term "child beneficiary" refers to all children who benefit from or come into contact with projects implemented or funded by EFYS.

Child abuse and exploitation - For the purposes of this policy, 'child abuse' and 'child exploitation' are defined as any form of physical and/or emotional abuse, sexual abuse, neglect or negligent treatment or commercial or other exploitation resulting 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.



Harm - For the purposes of this policy, 'harm' refers to physical or psychological injury or damage to a child's health, survival, development or dignity.

Suppliers/subcontractors - For the purposes of this policy, "suppliers/subcontractors" refer to individuals, companies or organisations with whom EFYS has a contractual relationship for the supply of goods or services.

Sub-contractors - For the purposes of this policy, "sub-contractors" refers to organizations that are awarded financial assistance under a grant by EFYS , when the latter is the grant holder (main beneficiary).

Implementing partners - For the purposes of this policy, "implementing partners" means public and private entities, other than subcontractors or suppliers/subcontractors, with which EFYS has a contractual agreement or memorandum of understanding for the purpose of project implementation.

EFYS workers - For the purposes of this policy, the term "EFYS worker" refers to employees, fellows and interns, incentive workers, volunteers, contract workers, consultants and independent contractors.

Visitors - For the purposes of this policy, "visitors" refers to individuals hosted by EFYS , who visit projects implemented or financially supported by EFYS and are not EFYS employees, or other persons involved in the implementation of the project. Includes journalists, photographers, executive committee members and donors.

POLICY

In accordance with Article 19 of the *United Nations Convention on the Rights of the Child*, EFYS recognises the right of all children to be protected from all forms of abuse and exploitation and, in accordance with Article 3, all actions relating to the protection of children must be undertaken in the best interests of the child, which are paramount.

EFYS also recognises its responsibility to ensure that its projects, workers and others working with or on behalf of EFYS do not harm children.

EFYS is committed to ensuring that its organizational policies, protocol, procedures and actions reflect its commitment to fulfilling this responsibility.

Standards of Professional Conduct

1. Zero tolerance

EFYS has a zero tolerance policy regarding the abuse and exploitation of children. EFYS workers,

visitors, subcontractors, suppliers/subcontractors and implementing partners are prohibited from any conduct involving the abuse or exploitation of children.

2. Recruitment

EFYS is committed to ensuring that its workers are fit to work with children and are informed of their responsibility to support and respect EFYS 's child protection policy.

2.1 As part of the recruitment process for any position at EFYS, including those involving direct contact with children, and for both internal employees and external applicants, everyone is required to undergo a documented reference check. References may not be family members or relatives and, in the case of multiple references, at least one must be a former supervisor; for internal employees, the current supervisor must also serve as a reference.

2.2 Whenever legally permissible and possible, criminal background checks, including police and/or criminal record checks, and/or other additional checks are conducted before a job offer is extended.

2.3 Interviews with candidates for education, health and protection and other positions involving direct contact with children must include appropriate questions on child protection.

2.4 Job advertisements, job descriptions, terms of reference, staff employment manuals and policies, orientation materials, contracts and employment agreements for new and returning workers include the responsibility to comply with EFYS 's policies, including EFYS 's child protection policy.

3. Behavioural protocol

EFYS is committed to ensuring that its workers, visitors, suppliers/subcontractors and implementing partners behave in a child-safe manner.

3.1 EFYS workers are required to comply with the behavioral protocol outlined below:

3.1.1 EFYS workers must not:

- a. Physically punishing or disciplining child beneficiaries.
- b. Make children do things of an intimate and personal nature that they can do themselves.
- c. Acting in such a way as to shame, humiliate, belittle or degrade children, or otherwise perpetrate any form of emotional abuse.
- d. Engaging in sexual activities with children regardless of the age of consent. The mistaken belief in the age of the child is not a defense.
- e. Using language or behavior towards children that is inappropriate, harassing, abusive, sexually provocative or demeaning.



- f. Invite child beneficiaries into your home, unless the supervisor has agreed that this is necessary for the protection of the child.
- g. Sleeping in the same bed or room as a child beneficiary. If it is necessary to sleep in the same room, make sure that another adult is present and that the supervisor's permission has been obtained.
- h. Discriminate, show differential treatment or favor particular children to the exclusion of others.
- i. Hiring children for domestic or other work, regardless of national labor laws, is inappropriate given their age or stage of development, interferes with their education or recreational activities, or exposes them to a significant risk of injury.
- j. Developing relationships with children that could in any way be considered inappropriate, exploitative or abusive.
- k. Using computers, mobile phones, video cameras or social media to harass children.
- l. Accessing child pornography through any medium.

3.1.2 EFYS workers must:

- a. Ensure, where possible, that when working with individual children, another adult is present.
- b. Ensure that images taken of children (e.g. photographs and videos) are accurate and respect children's privacy and dignity, following EFYS 's communication guidelines. Children must be appropriately dressed in the images. Sexually suggestive poses are prohibited.
- c. Obtain informed consent from children and those with parental responsibility or legal guardianship before photographing them, except in exceptional circumstances where this is not possible or not in the best interests of the child. When possible and appropriate, this consent should be in writing and the children and their careers should be informed of how the images will be used.
- d. Limit the use of images of child beneficiaries to professional, respectful, awareness-raising, fundraising, advertising and program purposes.
- e. Ensure that any images or videos of a child do not put them at risk or make them
- f. Respect confidentiality principles, follow data protection protocol and share children's personal information only when necessary.
- g. Make every effort to minimize the risk of harm to beneficiary children.
- h. Immediately report suspicions or allegations of child abuse or exploitation or non-compliance with the policy.

3.2 EFYS ensures that its workers are informed of their obligation to comply with the above-mentioned protocol of conduct.

3.3 EFYS informs visitors about EFYS 's policy on the protection of minors. Where appropriate, and in the event that visitors are in direct contact with children, visitors must be provided with a document specifying EFYS 's behavior protocol regarding the protection of



minors and the obligation to respect it.

3.4 Contracts, agreements and memoranda of understanding must include the requirement that subcontractors, suppliers/subcontractors and implementing partners do not engage in any form of child abuse or exploitation.

3.5 Sub-contractors and implementing partners who have direct contact with children through projects implemented or financially supported by EFYS must agree in writing to ensure that, during their association with EFYS, they and their representatives comply with the behavioral protocol outlined in this policy.

4. Training

EFYS is committed to ensuring that its workers have the necessary knowledge to support and respect EFYS 's child protection policy.

4.1 EFYS must include information on EFYS 's child protection policy in its training and orientation material.

4.2 EFYS will provide a basic orientation on this policy and its requirements to new employees of EFYS as part of the orientation and to its own employees.

4.3 EFYS will provide specialized training, as needed, to EFYS workers, including but not limited to: human resources officers; supervisors and managers; technical specialists; and those involved in communication, media and fundraising, and data collection and information management.

5. Communication

EFYS is committed to ensuring that children's representations - words and images- protect their identity and respect their dignity and rights.

5.1 The following standards should guide EFYS 's communications on children

5.1.1 Children's performances must respect children's privacy and present them in a respectful and dignified manner.

5.1.2 Children must be appropriately dressed in the images. Sexually suggestive poses are not permitted.

5.1.3 Informed consent must be obtained from children and those with parental responsibility or legal guardianship before photographing them. When possible and appropriate, this consent should be in writing and the children and their carers should be informed about how the images will be used.



5.1.4 The use of images of child beneficiaries must be limited to professional, respectful, awareness-raising, fundraising, advertising and programmatic purposes.

5.1.5 Care must be taken to ensure that no image or recorded history of a child puts them at risk or makes them vulnerable to any form of abuse.

5.2 EFYS ensures that communication staff coordinating the collection of images/videos follow EFYS 's communication guidelines, including explaining the guidelines to journalists, photographers and visitors to EFYS projects, as appropriate.

6. *Safety, security and dignity*

EFYS is committed to ensuring that no harm, intentional or unintentional, is done to children as a result of EFYS 's projects or operations:

6.1 Ensure that EFYS workers are prepared to deal with the safety needs of child beneficiaries in the event of an accident or other harmful event.

6.1.1 Where EFYS programmes include children, risk assessments and management plans must include child protection considerations.

6.1.2 Where EFYS programmes include children, a list of relevant health and protection services to refer to should be maintained.

6.1.3 Where EFYS has direct responsibility for running activities for children, they must be adequately supervised at all times.

6.2 EFYS workers must, where possible, ensure that proposals demonstrate that the risks that children may face as a result of a project have been identified and addressed, and will be monitored.

6.3 To ensure that no harm comes to children as a result of collecting or storing their personal information, EFYS workers must follow the data protection protocol below:

6.3.1 Before collecting personal information from a child, EFYS staff should identify and take steps to address potential risks related to the collection and storage of children's data.

6.3.2 Before collecting personal information from a child, EFYS workers must explain to the child what information will be collected and how it will be used and stored.

6.3.3 Informed consent must be obtained from the person who exercises parental responsibility or has legal guardianship over the child before collecting or sharing his or her information.

6.3.4 EFYS workers should only collect the information that is necessary and/or that the child wants to provide.

6.3.5 Information gathered about children should only be shared with others on a need-to-know basis and should only be shared when it is in the best interest of the child.

6.3.6 Information collected on children must be stored in a manner that complies with Standard 5 of the Minimum Standards for the Protection of Children in Humanitarian Contexts.

7. Reporting, Investigation and Response

EFYS is committed to ensuring that allegations of violations of the child protection policy are reported, investigated and responded to in a timely, fair, transparent and consistent manner.

7.1 The beneficiaries must be informed of EFYS 's commitments to the children in this policy and must be informed on how to report suspected violations of these commitments.

7.2 EFYS workers are required to report alleged violations directly to the personnel manager.

7.3 Investigations into violations of the child protection policy must be carried out in accordance with the procedures set out in the conduct policies of EFYS.

7.4 Children and their families, affected by violations of child protection policy, must receive timely and adequate support, appropriate to the age and development of the child and gender-sensitive.

7.5 Failure to comply with the child protection policy by EFYS employees is grounds for disciplinary action up to and including termination of employment or contract.

7.6 Sub-contractors, suppliers/sub-contractors and implementing partners who have direct contact with children must be informed of the reporting routes for violations of the



behavioral protocol outlined in this policy, or they must agree on other reporting procedures.

7.7 Violations of child protection expectations outlined in contracts, agreements or memoranda of understanding with subcontractors, suppliers/subcontractors or implementation partners are grounds for termination of the contract or agreement. This must be included in contracts and agreements.

8. Management

EFYS is committed to putting in place a clearly defined management structure to ensure coordinated and consistent implementation and control of this policy throughout the organization.

8.1 The Board of Directors of EFYS is responsible for ensuring the implementation and control of EFYS 's policies, including the coordinated implementation and control of the child protection policy.

The Board of Directors is responsible for:

8.1.1 Responding to reports of child exploitation and abuse and non-compliance with this policy.

8.1.2 Monitor the implementation of and compliance with this policy.

8.1.3 Ensure that EFYS workers receive policy information through the training and guidance provided on EFYS policies.

8.1.4 Review the policy annually where necessary.

8.1.5 Provide supervision and support to the General Secretariat and those responsible for implementing and monitoring this policy.

8.2 The General Secretariat, human resources and others responsible for the implementation and monitoring of this policy, in particular, must:

8.2.1 Ensure that EFYS workers are trained on its policies, including this child protection policy, and are aware of their responsibilities in relation to these policies.

8.2.2 Ensure that EFYS staff understand how to report and respond to allegations of exploitation or abuse, including against children.

8.3 In general, area/network managers are responsible for:

8.3.1 Ensure that workers under their supervision respect EFYS 's policies, including this child protection policy.

8.3.2 Ensure that EFYS staff know how to report and respond to allegations of exploitation or abuse, including against children



REVIEW


EFYS 's child protection policy is subject to annual review, where necessary, by the Board of Directors.

CONTACTS

If you have any questions regarding this policy, please contact the Administration by forwarding your request to info@efys.it

Cagliari, 18 march 2024

The General Secretar


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