

CHILD PROTECTION POLICY

Charitable Organization “Union of adolescents and youth “Teenergizer” (the ORGANIZATION”) is fully committed to the protection of all children, with particular focus on the safety and wellbeing of children impacted by its policies and programs. This policy aligns with the **United Nations Convention on the Rights of the Child (UNCRC) and International Child Safeguarding Standards**. It applies to **all staff, volunteers, contractors, and partners**, including **third-party associates and consultants**.

In addition to complying with ORGANIZATION’s Code of Conduct and any other child protection policies required by specific funding and partner agreements, all ORGANIZATION’s employees, representatives and volunteers are required to abide by this Child Protection Policy.

The ORGANIZATION’s Child Protection Policy provides specific guidelines for all ORGANIZATION staff, representatives, volunteers, **contractors, and partners** regarding appropriate behavior when interacting with children in order to promote the safety and wellbeing of children accessing ORGANIZATION’s programs and minimize any risks of child endangerment.

Scope of the Policy

This policy applies to:

- All employees, volunteers, consultants, and representatives working on behalf of Teenergizer.
- All partners, donors, contractors, and third-party service providers who have direct or indirect contact with children through Teenergizer’s programs.
- All activities, projects, digital engagements, and events undertaken by Teenergizer, whether in-person or online.

Code of Conduct for Child Protection

All ORGANIZATION staff, representatives, volunteers, contractors, and partners must:

- Treat children with dignity and respect regardless of ethnicity, race, colour, gender, age, language, religion, political or other opinion, property, disability, birth or other status.
- Conduct themselves in a manner appropriate with their position and applying professional boundaries as a representative of ORGANIZATION in all dealings with children.
- Raise any concerns regarding a child’s safety or wellbeing in a timely manner to the **Designated Child Safeguarding Officer (DCSO) or an alternate safeguarding officer**.
- Report in a timely manner to the **Designated Child Safeguarding Officer (DCSO) or an alternate safeguarding officer** any allegation or evidence of inappropriate behaviour or misconduct to a supervisor.
- Be visible when working with children and, wherever possible, ensure that another adult is present when working in the proximity of children.
- Use age-appropriate language and respect local culture and parental rights, share information with children regarding decisions that may affect them and their health, when it is appropriate.
- Comply with all relevant country legislation pertaining to children and their rights, including labour laws in relation to child labour.

ORGANIZATION staff, representatives, volunteers, contractors, and partners must NOT:

- Use language or demonstrate behaviour towards children that is inappropriate, harassing, abusive, demeaning, sexually provocative, or culturally inappropriate.
- Engage children in any form of activity that is demeaning, coercive, offensive, sexual, in any way, abusive or culturally inappropriate.
- Engage children in any form of sexual activity or acts, including paying for sexual services or acts.
- Invite unaccompanied children into their home, unless they are at immediate risk of injury or in physical danger.
- Exploit or harass children or access child pornography through any medium.
- Sleep in close proximity to unsupervised children.

- Hire children for domestic or other labour that is inappropriate given their age or developmental stage, or that interferes with education, recreation, or places them at risk of injury.
- Exclude, show unfair treatment towards or favour a particular child.
- Photograph, record or videotape children inappropriately and without consent of the child and his/her parents or guardians.
- Physically assault, discipline or punish children.
- Hold, kiss or in any way touch a child in an inappropriate or culturally insensitive manner.

When photographing or filming a child for work related purposes, ORGANIZATION's staff, representatives, volunteers, contractors, and partners must:

- Assess and comply with local traditions or restrictions for reproducing personal images.
- Obtain consent from the child and/or a parent or guardian of the child, including an explanation as to how the photograph or film will be used prior to photographing or filming.
- Ensure that use of photographs and video will not endanger a child by exposing his or her identity, location or participation in a compromising activity. This determination must be made by ORGANIZATION's employees together with management, and should not be based solely on receipt of consent.
- Ensure photographs and video present children in a dignified and respectful manner. Children should be appropriately clothed and not in poses that could be seen as sexually suggestive
- Ensure images are honest representations of the context and the facts.
- Ensure file labels do not reveal identifying information about a child when sending images electronically

Risk Assessment and Preventative Measures

The ORGANIZATION commits to identifying and mitigating risks associated with child safeguarding and child protection. Risk assessments will be conducted:

- Before launching any new programs, digital initiatives, or projects.
- When hiring new staff, volunteers, or third-party service providers.
- In response to emerging threats, including cyber risks and online exploitation.

Safe Recruitment and Screening

To minimize risks to children, the ORGANIZATION will:

- Conduct criminal background checks, social media screening, or reference verification on all staff, volunteers, and contractors working directly with children.
- Ensure signed acknowledgement of this policy and adherence to a Child Protection Agreement for all staff, representatives, volunteers, contractors, and partners.

Reporting and Response Procedures

How to Report a Concern:

- Any staff, volunteer, or beneficiary must report any suspected or confirmed cases of child abuse to the Designated Child Safeguarding Officer (DCSO) or alternative reporting channel immediately.
- Reports can be made via email, phone, anonymous reporting platforms, or a secure online reporting system.

Response Process:

- The DCSO will conduct an initial assessment and escalate concerns to the appropriate authorities and child protection agencies where necessary.
- Confidentiality will be maintained at all times to protect the child and the reporter.
- Any staff member, representative, volunteer found in violation of this policy will be subject to immediate suspension, termination, and legal action in accordance with the applicable legislation. Further cooperation with a contractor or a partner shall not include the individual who violated the policy.

- Referral pathways for psychosocial and legal support will be provided.

Whistleblowing Protection

The ORGANIZATION ensures that any person reporting safeguarding concerns is protected from retaliation. Any attempt to intimidate, dismiss, or silence whistleblowers will result in disciplinary action, up to and including termination and legal consequences.

Engagement with Children, Families, and Communities


The ORGANIZATION believes in a child-centered and participatory approach to safeguarding. This means:

- Providing child-friendly reporting tools, accessible complaint mechanisms, and materials explaining their rights.
- Engaging parents, caregivers, community leaders, and educators in safeguarding awareness programs.

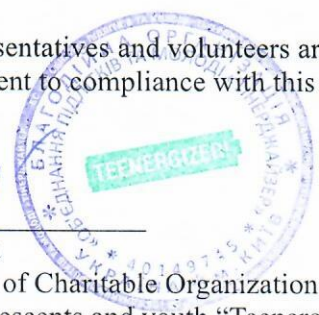
Monitoring and Policy Review

- This policy will be reviewed periodically and updated to align with evolving national and international safeguarding standards.
- Feedback from staff, children, community members, and external safeguarding professionals will be incorporated into policy revisions.

All staff, representatives and volunteers are required to **sign an acknowledgment form** confirming their commitment to compliance with this policy.



Yana Panfilova
Head of Board of Charitable Organization
“Union of adolescents and youth “Teenergizer”



20.02.2025