



POLICY AND PROCEDURES OF THE "WOMEN'S CENTER UŽICE" ON THE SAFETY AND PROTECTION OF CHILDREN Summary

What is the child safety and protection policy?

The "Women's Center of Užice" has the responsibility to ensure that its employees, male and female consultants, members of the Board of Directors, partners, interns and volunteers, as well as the activities/programs it implements *do not harm* children, i.e. do not put children at risk of harm and abuse, and that any suspicions the Center has about the safety of children in the communities it works in are reported to the appropriate services.

The purpose of the Child Safety and Protection Policy document is to define the basic rules and procedures that employees, associates and partner organizations of the "Women's Center Užice" should adhere to in order to ensure the protection of children from all forms of abuse and neglect.

Obligation to preserve child safety and protection

The partner organizations of the "Women's Center of Užice" are obliged to, if they do not have an adopted policy for the protection of children, respect and implement the Policy and procedures on the safety and protection of children of the "Women's Center of Užice".

General principles

The partner organizations of the "Women's Center of Užice" are:

- responsible for their own actions and behaviour and obliged to avoid any illegal behaviour towards children;
- obliged to inform the internal Team for the implementation of the Policy and procedures for the protection of children about all situations of suspected neglect and abuse of children;
- to apply the same standard to all children regardless of their sex, gender, ethnic and religious affiliation, personal characteristics, etc.;
- obliged to pay special attention to the protection of children with disabilities, bearing in mind their special vulnerability.

The partner organizations of the "Women's Center of Užice" are obliged:



- to treat children and young people involved in the activities and programs of the "Women's Center Užice" equally;
- to ensure that they approach children and young people in a way that is not sarcastic, as well as that they do not make jokes and remarks that refer to children, and that they exclude any discriminatory, threatening or offensive speech and way of communication towards children;
- not to humiliate or expose children to shame;
- not to discriminate or favour any child;
- to ensure that any contact with children remains on a professional basis
- not to communicate with children and young people, and not to schedule meetings outside of work/activities of the "Women's Center of Užice" (this refers to social networks, electronic and other forms of communication);
- not to have any psychological, personal and sexual relationship with the children.

The **main principle**, when it comes to any contact with children, is that the partner organizations of the "Women's Center Užice" are obliged to ask themselves and answer the following questions:

1. Is my behavior in line with the needs of the children?
2. Is there a professional reason for my action?
3. Can I perform the activity/duty in a safe way for me and the child?

Report of endangering the safety of the child and handling the report

Partner organizations must report to the "Women's Center of Užice" any case or suspicion of abuse/neglect that they have learned about in their work within 24 hours upon receiving such information (unless this is impossible for objective reasons), regardless of who committed the abuse or neglect.

Employees and associates of "Women's Center Užice" are obliged to notify the Child Protection Team of "Women's Center Užice" if they suspect child abuse/neglect in contact with a partner organization (conversation with representatives of the organization, users, field visit, etc.).

The Child Protection Team of the "Women's Center Užice" is responsible for responding appropriately to reports of suspected child abuse or violations of policies and procedures.

The contact persons in the Child Protection Team of the "Women's Center of Užice" to whom suspicions of child abuse or violation of policies and procedures should be reported are: Vesna Bogdanović , (bogdanovicvesna6@gmail.com), Nevena Ostojčić, (nevena.djuric@hotmail.com) and Branka Virijević, (branka.jezdovic995@gmail.com), telephone number 0800 333 445.

