

Pursuant to Article 9, paragraph 4 of the Statute of the organization “Club for Youth Empowerment 018”, at the Assembly of the organization held on June 1st, 2021, the following was adopted:

SPECIFIC PROTOCOL FOR THE PROTECTION OF CHILDREN AGAINST VIOLENCE, ABUSE AND NEGLECT

GENERAL PRINCIPLES

Article 1.

The general principles underlying the Special Protocol, which are also the framework for action, are:

- All children have equal rights to protection from harm
- Everybody has a responsibility to support the protection of children
- Organization has a duty of care to children with whom it works, is in contact with, or who is affected by its work and operations
- If organization works with partners, it has a responsibility to help partners meet the minimum requirements on protection
- All actions on child safeguarding are taken in the best interests of the child, which are paramount.

Every child has an inalienable right to life, and the state has a duty to ensure its survival and development.

The special protocol ensures the protection of the best interests of the child in all situations. The interest of the child is primary in relation to the interest of all adults who participate in the life and work of the organization. In the process of protecting a child, it is necessary to ensure confidentiality of information and protection of the right to privacy. The special protocol applies to all children in the organization, regardless of gender, age, family status, ethnic origin, and any other social or individual characteristics of the child (skin colour, language, religion, nationality, abilities and characteristics of the child).

The participation of the child is ensured by receiving all the necessary notifications in a timely and continuous manner, giving them the opportunity to express their opinions at all stages of the protection process in a way that is appropriate to their age and understanding of the situation.

Starting from the point that every violence against children can be prevented, it is important for the organization to create a climate in which:

- Learning, development, and the nurturing of a culture that promotes respectful behavior and acknowledges individual personalities are prioritized.
- There is Zero tolerance for violence;
- Silence regarding instances of violence is actively discouraged, fostering an atmosphere where concerns are raised and addressed openly.
- Responsibility is shared among all members of the organization, recognizing that safeguarding children is a collective duty.
- Everyone with an information about violence is obliged to act.

THE MEANING OF THE TERMS: VIOLENCE, ABUSE, AND NEGLECT

Article 2.

The general protocol defines the terms abuse and neglect. Abuse or misuse of a child encompasses all forms of physical and/or emotional abuse, sexual abuse, neglect or negligence, as well as commercial or other exploitation, which leads to a real or potential impairment of the child's health, survival, development or dignity within a relationship that includes responsibility, trust or power.

In accordance with the nature of our organization's activities, this document will use the term VIOLENCE, which encompasses various types and forms of violent behavior, abuse, neglect, misuse and exploitation.

Violence can be within the scope of peer relationships as well as adult-child relationships, which include responsibility, trust and power.

Violence is defined as any form of one-off or repeated verbal or non-verbal behavior that results in a real or potential threat to the health, development and dignity of children.

Violence can take many forms:

Physical violence refers to behaviour that results in the actual or potential bodily harm of a child.

Examples of physical violence are: hitting, kicking, pushing, slapping, plucking, strangling, throwing, shooting, assaulting with a weapon, poisoning, burning, sprinkling hot water, food deprivation, sleep, etc.

Emotional / psychological violence refers to those behaviours that lead to an immediate or permanent threat to the child's mental and emotional health and dignity. It also applies to situations where the provision of a suitable and supportive environment for healthy emotional and social development in accordance with the child's potential is missed.

Emotional violence and abuse include acts of labelling, ignoring, insulting, exclusion, blackmailing, calling by derogatory names, gossiping, mocking, not accepting, manipulating, threatening, intimidating, restricting the movement of children, as well as other forms of hostile behaviour.

Group exclusion and discrimination are social violence. It refers to the following behaviours: separating the child from others on the basis of diversity, bringing them into a position of inequality, isolation, non-association, ignoring and non-acceptance on any basis.

Sexual violence and abuse of children involves engaging in sexual activity that they do not fully understand, for which they are not developmentally mature (do not accept, cannot agree with), and which aims to provide enjoyment or meet the needs of another person.

Sexual violence is considered to be:

- sexual harassment - lascivious commenting, labelling, spreading stories, touching, texting, taking pictures, making phone calls, etc.;
- forcing the child to engage in sexual activities, whether in contact (sexual intercourse, sexual touching, etc.) or non-contact activities (exposure to observing, exhibitionism, etc.);
- the use of children for prostitution, pornography and other forms of sexual exploitation.

The development of modern communication technologies has led to the expending of violence through the use of information technologies (electronic violence): messages sent by e-mail, SMS, MMS, through a website, chatting, joining forums, etc.

Child abuse is all those individuals and institutions do or do not do, which directly affects or indirectly harms children or reduces their ability to develop safely and soundly, and places them in a powerless, unequal and dependent position in relation to individuals and organizations.

Neglect and negligence are cases of failure of an institution or individual to provide conditions for the proper development of the child in all areas, which, otherwise, may impair his or her health, physical, mental, spiritual, moral and social development.

Neglect is also the failure of the parent, adoptive parent or legal representative, or other person who has assumed the responsibility or obligation to nurture the child, to provide conditions for development in terms of: health, education, emotional development, nutrition, housing and safe living conditions within reasonably available means family or caregiver, which causes or is likely to impair the health of the child or the physical, mental, spiritual, moral and social development of the child. This also includes failures to properly supervise and protect the child from injury as much as possible.

Exploitation of children refers to their work for the benefit of others and / or the organization. It includes the kidnapping and sale of children for the purpose of work or sexual exploitation. These activities result in impairment of the physical or mental health, education, as well as the moral, social and emotional development of the child.

THE OBJECTIVES OF THE SPECIAL PROTOCOL

Article 3.

The general objective of the Special Protocol is to improve the quality of life of children by implementing:

- prevention measures to create a safe environment for the life and work of children;
- a measure of intervention in situations where violence, abuse and neglect occur in the organization.

Article 4.

Specific goals in prevention

1. Creating and nurturing a climate of acceptance, tolerance and appreciation.
2. Involvement of all stakeholders (children, mentors, professional assistants, administrative and support staff, local community) in the creation and development of prevention programs.
3. Raising awareness and increasing the sensitivity of all involved in the life and work of an organization to recognize violence, abuse and neglect.
4. Defining procedures for protection against violence and responding to situations of violence.
5. Informing everyone involved in the life and work of the organization about procedures for protection against violence and responding to situations of violence.
6. Improve the competencies of mentors, children, professional associates and the local community to identify and resolve issues of violence, abuse and neglect.

Article 5.

Specific objectives in intervention

1. Implementation of procedures for responding to situations of violence.
2. Establishing a system of effective child protection in cases of violence.
3. Continuous monitoring and recording of the types and frequency of violence and evaluating the effectiveness of protection programs.
4. Mitigating and eliminating the consequences of violence and reintegrating the child into the community of peers and the life of the organization.
5. Counselling with children who suffer violence, who commit violence and who are observers of violence.

Article 6.

Tasks in the field of prevention and intervention

The cause-and-effect relationship between prevention and intervention activities is presented. Well-designed, comprehensive prevention activities, based on the principle of everyone's involvement, reduce the need for intervention activities. Consistent implementation of the intervention program, with monitoring of the effects, creates the planning of prevention activities.

PREVENTIVE ACTIVITIES

Article 7.

Within the framework of the Program for the Protection of Children from Violence, organizations, in accordance with the specifics of their work and environment, plan, implement and monitor the effects of preventive activities. Preventive actions should be consistent with the objectives of the Special Protocol and the proposed tasks.

Organizations create preventive activities in accordance with the analysis of the situation and insight into the presence of violence in their environment, based on:

- the frequency of incident situations and the number of reports of violence;
- representation of different types of violence;
- the number of injuries;
- security of the building, yard, etc.

The following are important for planning preventive activities and for analysing the situation:

- Assessment of training for employees and engaged in the organizations work and the need for further training;
- the number and effects of actions implemented that promote cooperation, understanding and assistance;
- the degree and quality of parental involvement in the life and work of the organization, etc.

INTERVENTION ACTIVITIES

Article 8.

(Intervention procedures in protecting children from violence)

In order for the child protection intervention to be planned and implemented in the best way, the following criteria must be considered:

- Is violence happening or there is a possibility to happen;
- where it happens - whether it happens inside or outside the organization;
- who are the participants / actors of violence, abuse and neglect;
- the form and intensity of violence, abuse and neglect.

Based on these criteria, an assessment of the level of risk to the child's safety is made and procedures are determined.

- In accordance with risk assessment and legislation, a decision is made on how to react:
- the case is resolved within the organization;
- the case is resolved by the organization in cooperation with other relevant institutions;
- the case is forwarded to the competent services.

STEPS - SCHEDULE OF PROCEDURES IN INTERVENTION

Article 9.

The steps are presented in relation to the following situations:

- In cases of violence or suspicion that violence occurs AMONG CHILDREN.
- In cases where the child is exposed to violence or there is a suspicion that the child is exposed to violence by an ADULT EMPLOYEES or ENGAGED in the organization.
- In cases where the child is exposed to violence or there is a suspicion that the child is exposed to violence by an ADULT who is NOT employed in the organization.

Article 10.

1. Violence Awareness - Detection is the first step in protecting children from violence. It usually happens in an organization in two ways:

- observing or receiving information that violence is ongoing;
- suspected violence occurring on the basis of:
 - recognition of external signs or specific behaviour of the child, or
 - through trust, directly - by the child himself and / or indirectly - by a third party (peers, parents, legal representatives).

2. Interrupting, stopping violence - Every adult with a knowledge of violence (every employee or engaged in the organization) is obliged to respond by stopping the violence or calling for help (if he or she is unable to end the violence on its own).

3. Calming down the situation involves providing security for the child, separation, talking to the actors.

4. Consultations shall be held immediately after the occurrence of suspicion and / or upon receiving of information about violence. They are performed within the organization:

- with a colleagues;
- with expert associates who are competent in this field.

Depending on the complexity of the situation, consultations may also be conducted with services outside the organization:

- with the competent service of the local Social Welfare Centre;

- a specialized service of a local health institution. Consultations are important in order to:
- clarify the circumstances and properly analyse the facts;
- assessed the level of risk;
- made a protection plan;
- avoid confusion and prevent uncoordinated actions, which can lead to a reliving of the victim's experience.

The consultation should:

- provide a detailed, objective description of the violence, without assessment and interpretation, taking into account the privacy of the child and other participants in the violence;
- determine the roles, tasks and responsibilities of the organization;
- identify the role, tasks and professional responsibility of other participants;
- decide on how to respond and monitor.

5. Following the detection of violence and consultation with relevant experts and / or institutions, the following actions may be taken, depending on the severity:

- taking the necessary measures at the organizational level (informing parents about violence or trusted persons in cases of suspected domestic violence, making agreement on protective measures for children, taking legal measures and organizing special programs for empowering children to deal constructively in situations of violence);
- where appropriate, involvement of competent services:
 - health service;
 - Ministry of Internal Affairs, in cases where the child needs physical protection or when there is a suspected criminal offense or violation;
 - Social Welfare Centre within three next working days from the day of the violence.

Article 11.

Reporting to the relevant service is the responsibility of the president of the organization. The application must be submitted both verbally and in written form. The application contains information about the child and family known at that moment and the reasons for the applying.

Parents should be interviewed prior to reporting unless the employee or engaged in the organization determines that this would endanger the safety of the child.

Article 12.

Monitoring the effects of the measures taken

The president of the organization, in cooperation with employees and engaged in the organization and relevant institutions, monitors the effects of the protective measures taken.

As part of the protection measures, activities are planned to ensure the reintegration or resocialization of all participants of violence into the community of the organization and their further safe and quality life and work in the organization. The reintegration plan will depend on factors such as: the type and severity of the violent act, the consequences of violence per individual and the organization, the number of participants, etc.

The monitoring and evaluation of the activities undertaken creates the planning of a new cycle of the Program for the Protection of Children against Violence.

MEASURES FOR PROGRAMS AND ACTIVITIES INVOLVING SINGLE PARENTS

Article 13.

In acknowledgment of the diverse family structures within our community, including single-parent households, KOM 018 ensures inclusivity and support by implementing the following measures:

- Flexible Scheduling, meaning that programs and activities are designed with flexible scheduling options to accommodate the needs of single-parent households, ensuring accessibility without undue burden.
- Day Care Facilities meaning that the organization provides day care facilities during events or activities, allowing single parents to participate without concern for the supervision and care of their children.
- Specialized Programs meaning that tailored programs are developed to address the unique challenges faced by single-parent families, offering support, resources, and networking opportunities to foster a sense of community and empowerment.
- Parental Involvement, meaning that single parents are actively encouraged and supported in their involvement in the organization's activities, with efforts made to facilitate their participation through open communication, understanding, and collaboration.

ORGANIZATIONAL GUIDELINES FOR CHILD PROTECTION AND ETHICAL CONDUCT.

Article 14.

Pursuant to the goals of the organization, any abuse of children for the promotional purposes of prohibited content, content that violates the moral principles of the organization, for political purposes or any other purpose that can harm the mental health of the child or put him/her at a disadvantage position is strictly prohibited. The full involvement of children in the work of the organization is based on a voluntary basis and no child should be involved in any activity against his/her own will.

Article 15.

Children receive laudation for their engagement, the opportunity to learn something new, to use all the benefits of the program implemented by the organization, but do not receive material rewards for the results achieved. Children opinion will not be imposed, and their development will be maximally supported by everyone involved in the work of the organization.

Article 16.

Parents of children which participating in the activities of organization may be notified of all activities of the organization and asked for permission for children to participate, both locally and internationally, when the activities involve organizing events abroad.

Article 17.

All forms of violence against children, both verbal and physical are forbidden, all conflicts are resolved on the basis of this protocol, peacefully, using only verbal communication.

Article 18.

The Articles of this Protocol are in accordance with the Special Protocol of the Republic of Serbia on the Protection of Children against Violence, Abuse and Neglect, and in accordance with the United Nations Convention on the Rights of the Child.

Article 19.

All employees and engaged in the organization are required to respect this protocol without exception.

This Protocol shall enter into force eight days after its adoption and shall be applied for an indefinite period of time.

In Nis, 01.06.2021

S. Tošić

