



NOVA GENERACIJA

*An apolitical, nongovernmental and nonprofit
association of social workers and other
professionals in the field of social work.*

CHILD PROTECTION POLICY OF THE "NOVA GENERACIJA"

Introduction

Policy on child protection NGO "Nova generacija" refers to the rules of conduct and actions of adults towards children and all employed staff, volunteers and external collaborators in the Association. Policy comprises the principles and values that should be evident in work with children, stated behaviors that are considered desirable and acceptable, and those that are absolutely unacceptable and undesirable.

The objectives of the Child Protection Policy

1. Provide the staff, volunteers and external partners guidelines for more effective and safer work with children;
2. Choosing to respect the Convention on the children rights, for dedication to children's rights means also the commitment to the protection of children;
3. The preventive effect on the protection of children we work with.

The values and principles in working with children

1. Safety, health and welfare of the child are in the first place,
2. Children's rights under the Convention on the children rights must be respected as well as work on their promotion, protection and improvement;
3. Children should be specially protected from any form of exploitation and abuse;
4. The views of children must be heard and taken into account;
5. Children who are users of any service or target group of the project being implemented within the Association will take part and contribute to the developing the activities;
6. The interest of the child are to be kept and improve;
7. Discrimination, exclusion or marginalization of children should not be made or to any ground;
8. Partners with whom we work and cooperate must respect and meet the minimum standards of protection of children in their programs;
9. Respect the child privacy and confidentiality of information.

These values and principles we will achieve by:

1. Always acting in the interest of the child respecting his individuality and diversity and looking at them with a positive aspect;
2. Referring to a child with respect and consideration of their needs in all circumstances;
3. Working to protect and improve children's rights as defined by the Convention on the children's rights;
4. Appreciating and respecting their opinions and attitudes;



5. Working with children in order to meet their needs and enhancing their capacity and ability to develop their potential;
6. By understanding children in the context in which they live;
7. Working in partnership with parents and professional workers in order to secure, protect and promote children's rights;
8. Staff, volunteers and external collaborators will not be left alone with children without being supervised by staff and will not spend too much time alone with the child, unless it is necessary for professional reasons.

CODE OF CONDUCT

All full-time staff, volunteers and external collaborators will never:

- Strike or in any way physically assault or abuse children;
- Develop physical or sexual relations with children;
- Develop relationships with children that could in any way be considered as an exploitation or be offensive;
- Act in any manner which could be considered abuse or could result in the risk of a child being abused;
- Use language, make suggestions or offer advices that are inappropriate, unpleasant or offensive,
- Act in a manner that is obscene or sexually provocative;
- Host at night a child with whom they work in their house;
- Work activities of a personal nature for children that they could do for themselves;
- Allow or participate in the behavior of children who are considered illegal, unsafe or are considered molestation;
- Act in a manner that is intended to shame, humiliate, belittle or degrade children, or to otherwise carry out any form of emotional abuse;
- Discriminate, exclude, marginalize or show a different treatment or a particular fondness to one child for the exclusion of other children;
- Sleep in the same room or bed with a child with whom they work, unless it is in the best interest of the child or can not otherwise be arranged.

All staff, volunteers and associates have to:

- Be aware of situations that may lead to risks and manage the same;
- Plan and organize work and workplace to reduce the risks as much as possible;
- Be transparent in working with children,
- Provide an open and pleasant atmosphere so that controversial questions or concerns can be presented and discussed;
- Provide a sense of openness between staff, volunteers and associates so that the practice or potentially abusive behavior does not go unnoticed;
- Talk to children about their contact with staff, volunteers and external partners and encourage them to express their concerns;
- Empower the children – discuss with them about their rights and obligations, acceptable and unacceptable behavior and what they can do to fix the problem;
- Respect the Declaration of confidentiality and Policy on child protection.



Compliance for these values and principles we will provide as follows:

1. All full-time staff, volunteers and professional staff will sign a Declaration of confidentiality;
2. All full-time staff, volunteers, associates and partners will be familiar with the Policy on child protection, sign and respect the same;
3. The procedure of employment shall include verification of eligibility to work with children;
4. All full-time staff, volunteers and associates will receive instructions and information about where and how they can report the possibility of child abuse and exploitation;
5. Working in partnership with parents, professional workers and partners to ensure the protection of children.

