



Fundacja Brokat – Child Protection Policy

1. Purpose

Fundacja Brokat is committed to creating a safe, inclusive, and respectful environment for all, including children and young people.

This policy outlines our principles and procedures to ensure that no child is harmed or put at risk through our activities, communications, or partnerships.

2. Scope

This policy applies to all persons involved in the activities of Fundacja Brokat, including:

- Employees and board members
- Volunteers and contractors
- Partners, trainers, and external consultants
- Participants in our projects and events

3. Guiding Principles

Fundacja Brokat adheres to the following principles:

- **Zero tolerance for abuse:** Any form of violence, exploitation, or neglect toward children is strictly prohibited.
- **Best interests of the child:** The welfare of the child is the primary consideration in all decisions.
- **Non-discrimination:** All children are treated equally regardless of gender, sexual orientation, disability, race, religion, or background.
- **Empowerment:** Children should be respected, heard, and involved in matters that concern them, in an age-appropriate manner.

4. Definitions

For the purpose of this policy:

- **Child** means any person under the age of 18.
- **Abuse** includes physical, emotional, sexual abuse, and neglect, as well as online exploitation or exposure to inappropriate content.

5. Preventive Measures

Fundacja Brokat commits to:

- Ensuring that all staff and volunteers understand and follow this policy.
- Selecting and training staff and volunteers with awareness of child protection standards.
- Ensuring that any activities involving children take place in safe, age-appropriate, and supervised environments.
- Avoiding one-on-one unsupervised contact between adults and children where possible.
- Using photos, videos, or stories involving children only with explicit, informed consent from their parent or guardian.

6. Reporting and Response Procedures

- Any suspicion, disclosure, or concern about a child's safety must be reported immediately to the **Designated Child Protection Officer (DPO)**.
- The DPO will record the concern, ensure confidentiality, and take appropriate action in line with national law.
- In urgent or severe cases, authorities (e.g., police or child protection services) will be contacted immediately.
- Whistleblowers or reporters of suspected abuse are protected from retaliation.

7. Designated Child Protection Officer

Name: Julia Maciocha

Position: Board Member

Email: jmaciocha@miastamaszerujace.pl

Responsibilities: receiving reports, maintaining records, liaising with authorities, ensuring policy implementation.

8. Communication and Review

- This policy is shared with all employees, volunteers, and partners.
- It is reviewed every two years or whenever new legal requirements arise.
- Breach of this policy may result in disciplinary action or termination of cooperation.

9. References

This policy follows the principles of:

- UN Convention on the Rights of the Child (1989)
- EU Charter of Fundamental Rights (Articles 24 and 32)
- Polish Act on Counteracting Domestic Violence and Child Protection standards

Adopted by the Board of Fundacja Brokat on 21.04.2025.