

## **CHILD PROTECTION POLICY**

### **of the Organization WOMAN Delchevo**

#### **I. INTRODUCTION AND PURPOSE**

The Organization WOMAN Delchevo (hereinafter referred to as “the Organization”) adopts this Child Protection Policy to ensure a safe, dignified, and supportive environment for every child and young person under the age of 18 who participates in the Organization’s activities. This policy establishes a framework of responsibilities, procedures, and standards for the prevention, detection, and response to cases of violence, neglect, abuse, or exploitation of children. The Organization recognizes its obligation to create and maintain a safe environment where every child is protected, respected, and encouraged to express their views. The best interests of the child shall be the guiding principle in all activities and decisions of the Organization.

#### **II. LEGAL FRAMEWORK**

This Policy is based on international and national documents guaranteeing the rights and protection of children, including: the United Nations Convention on the Rights of the Child; the European Convention on Human Rights; the European Convention on the Exercise of Children’s Rights; EU Directive 2011/93/EU on combating sexual abuse and exploitation of children; EU Directive 2012/29/EU on establishing minimum standards on the rights, support, and protection of victims of crime; the Constitution of the Republic of North Macedonia; the Law on Child Protection; the Law on Prevention and Protection from Violence against Women and Domestic Violence; the Family Law; the Juvenile Justice Law; the Criminal Code; the Law on Personal Data Protection; and other relevant bylaws and national protocols related to child protection.

#### **III. SCOPE AND APPLICATION**

This Policy applies to all employees, volunteers, members, external collaborators, trainers, partners, and individuals engaged in any capacity by the Organization. It covers all situations where representatives of the Organization come into direct or indirect contact with children, including workshops, trainings, public events, media activities, and digital communication. Every person participating in the Organization’s activities is obliged to comply with this Policy without exception.

#### **IV. PRINCIPLES**

1. The best interests of the child are the primary consideration in all activities.
2. Zero tolerance for any form of violence, abuse, neglect, or discrimination.
3. Respect for the dignity and privacy rights of every child.
4. Inclusiveness and equal treatment without discrimination based on gender, ethnicity, language, religion, disability, sexual orientation, or social and economic status.
5. Active participation of children and youth in decisions that affect them.
6. Prevention, awareness, and training of all individuals involved in activities with children.
7. Obligation for immediate action in the event of suspicion or violation of children’s rights.

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## **V. RESPONSIBILITIES OF THE ORGANIZATION AND INDIVIDUALS IN CONTACT WITH CHILDREN**

The Organization shall establish a protection system that ensures:

- Selection and verification of individuals working with children (statement of non-conviction and professional references);
- Regular trainings on child protection and recognition of abuse;
- Informing children and their parents/guardians about the nature of activities and their right to voluntary participation;
- Supervision and presence of adults during all activities involving children;
- Prevention of physical, psychological, sexual, or economic abuse of children;
- Cooperation with relevant institutions in cases of reported or suspected abuse.

## **VI. PROHIBITED BEHAVIORS**

All persons acting on behalf of the Organization must not:

- Inflict physical harm or use any form of corporal punishment;
- Humiliate, intimidate, or manipulate children;
- Engage in inappropriate or sexually suggestive behavior with a child;
- Use or share photos, videos, or other materials featuring a child without written consent from the parent/guardian;
- Discriminate against or favor certain children;
- Conceal or fail to report suspicion or knowledge of abuse.

## **VII. REPORTING AND RESPONSE PROCEDURE**

Any person who has knowledge or suspicion of child abuse, neglect, or violation of a child's rights must immediately report it to the designated Child Protection Officer within the Organization. Reports may be made verbally or in writing and should include basic information about the incident. The designated officer must promptly, and no later than within three days, notify the Social Work Center and, if necessary, the police or public prosecutor. The Organization ensures confidentiality of all information and protection of the child's identity. No individual shall be penalized or discriminated against for submitting a report in good faith.

## **VIII. PERSONAL DATA PROTECTION AND MEDIA REPRESENTATION**

The processing of children's personal data shall be carried out in accordance with the Law on Personal Data Protection and the EU General Data Protection Regulation (GDPR). Photography, recording, or publication of content featuring children is permitted only with prior written consent from the parent/guardian and provided that it does not compromise the child's dignity or safety. Materials must not contain identifying information about the child unless there is a legal basis to do so.

## **IX. MONITORING, TRAINING, AND REVIEW**

The Organization appoints a designated person responsible for monitoring the implementation of this Policy. Regular training sessions shall be organized for staff, volunteers, and collaborators. The Policy shall be reviewed at least once every two years, or more frequently if legislative changes, new risks, or recommendations from relevant institutions arise. All revisions are approved by the Management Board and communicated to all employees and partners.

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## X. FINAL PROVISIONS

This Policy enters into force on the date of its adoption by the Management Board of the Organization WOMAN Delchevo. All members, employees, volunteers, and partners are obliged to respect and implement its provisions. The Organization shall ensure the Policy's availability to the public through its website and other communication channels.

In Delchevo, April 2025

President of the Organization WOMAN Delchevo:

*Анита Солевска*  
*А. Чоппу*

