



Center for Security, Sociological and Criminological
Research of Montenegro - "Defendologija"
Vuka Karadžića | 81 400 Nikšić
Tel: +382 040-682-680 | +382 40 282-888
E-mail: defendologijamne@gmail.com;
web page: www. <http://defendologijamne.com>

Bank account: 510 -210521 -44 CKB bank OTP group;
PIB: 02887142;

Center for security, sociological and criminological research
CHILD SAFEGUARDING POLICY

I CHILDREN'S RIGHTS

Every child has to be protected from every kind of discrimination regardless of: race color, gender, language, religion, political or any other opinion, ethnic or social origin, regardless of material possession, disability, birth or any other status whose child, their parents or caregivers belongs.

Children are born with freedom and rights that belongs to every human being. Taking into consideration that children are physically and mentally immature beings, the necessity for special children rights arises.

Every child have equal right of protection from all types of injuries

Appropriate measures must be provided to ensure the protection of the child from all forms of discrimination or punishment, based on the status, activity, expressed opinion or conviction of the child's parents, legal guardians or family members.

All of the above are the starting points of the Convention on Child Protection, adopted at the UN session in 1989. The Convention is unique, because it is: comprehensive and universal – it ensures the equal rights of every child; unconditionally - requires the Governments of countries with poor conditions to act on the protection of children's rights and; holistic - all rights are fundamental, indivisible, interdependent and equally important.

The Convention of Child Protection is divided into four groups:

- The right of survival: the right to life, the right to food, the right to housing, the right to health care, the right to an adequate standard of living, etc.;
- Developmental rights: the right to education, the right to play, the right to free time, the right to freedom of thought and expression (religion), the right to information, the right to cultural activities, etc.;

- Protective rights: the right to protection from abuse, neglect and exploitation, the right to ban child labor, the right to protection from drugs, alcohol, tobacco, children in armed conflicts, prisons, etc.;
- The right to participate: preparation for active participation in one's environment, at the regional, national, and world level. For example: the right to free expression of one's thoughts;

Every person under the age of 18 is considered to be a child, unless that age limit according to the national laws is low.

II ABOUT THE ASSOCIATION

The Center for Security, Sociological and Criminological Research of Montenegro "Defendologia" is a voluntary organization of freely associated members, founded in 2012, which is independent in achieving its goals established by the Statute.

The goals of the organization are professional, scientific, theoretical, practical monitoring, research and practical work through experience in the field for which the organization was founded (security, sociology and criminology).

Organization in accordance with the mission:

- Ensuring respect for human rights and access to justice for all citizens.
- Analysis of the situation in the field of security and respect for human rights.
- Education and support services for vulnerable groups.
- Informing the public about protection mechanisms.

In addition, the Center's activity is focused on work in the following areas:

- School violence
- Drug addiction and youth crime
- Criminality of religious/occult societies, cults and other organizations,
- The issues of human rights
- Fight against the corruption
- High-tech crime
- International police cooperation

As part of the Center for Security, Sociological and Criminological Research, on May 1, 2017, the Day Center (referred as DC I following text) for children who live and work on the street and/or who are at risk of becoming one - the project Save the children is one of two projects existing in Montenegro.

DC's working hours are 8:00 a.m. to 4:00 p.m. every working day. The professional staff of DC consists of: coordinator, social worker, psychologist and activity implementer.

The door of Day Center are open for all children, regardless of nationality and religion.

The services that the Day Center provides to users are:

- Workshops for users, in two terms (educational, manipulative, communicative, musical, sports, acting, etc.);
- Psychosocial support for users and their parents;
- Meal services (at least one meal a day);
- Shower services;

- Field work;
- Teeth cleaning services;
- Washing machine usage service for families whose children are DC users;
- Additional lessons in Montenegrin language and mathematics;
- Literacy of parents;
- Meetings with mothers and fathers of beneficiaries;

The center promotes the principles of tolerance, solidarity and cooperation - the emphasis is on philanthropy and humanity, at the local and national level.

A large number of donors, partners and collaborators, and above all satisfied users, are proof that the "Defendologija" Center is a safe place for everyone. Equality for all - this is one of the key aspirations of the Center - a just and open society, where respect for human rights is in the first place.

We believe that every child and every person have the right to basic human rights.

III PRINCIPLES

The child protection policy (in the following text referred to as the Policy) of the Center refers to the rules of behavior and actions of adults towards children, considering the entire staff (professional and non-professional staff), volunteers, field workers and all external collaborators.

The policy contains principles and values that are standard in working with children and lists the forms of behavior that are considered desirable and acceptable, as well as those forms of behavior that are absolutely undesirable and unacceptable.

Goal of the Policy:

- Provides for the staff (professional, non-professional staff), field workers, volunteers and external collaborators with guidelines for safer and more efficient work with children;
- Express commitment and respect the Convention of Children Rights, because commitment to children rights also means commitment to child protection;
- Preventive effect on the protection of children with whom we work;

The center ensures that measures are taken when there is necessity to react, in such a way as to provide children with support, safety and protection, when there is a suspicion regarding the violation of children rights, abuse, exploitation of children, etc.

All actions taken to protect children are in the best interest of children.

The children who came to the Center are protected to the maximum extent from abuse and sexual exploitation.

Every person associated with the Center must be fully aware of the problem and risk of abuse and sexual exploitation of children.

All representatives of the Center must demonstrate the highest standards of behavior towards children, both in their private and professional lives. Employees must do everything in their power to prevent and report such cases and to respond appropriately when these problems occur.

The policy includes mandatory requirements and criteria that are applicable to all persons engaged in all aspects of the Association's work.

IV VALUES / CONCEPTS

Child protection represents the responsibility and security that employees, field workers, volunteers, associates, guests, will not expose the children to any kind of risk and abuse.

Employees, field workers, volunteers, associates and guests of the Center must never:

- Discriminate, insult or favor a child on any basis;
- Hit, or otherwise physically attack or abuse children;
- Engage in sexual activity or have sexual intercourse with any person under the age of 18. The person who commits these acts cannot, in defense invoke a mistaken belief in the child's age.
- Act in ways that may be violent in any way or that may expose a child to the risk of abuse;
- Do things of a personal nature for the children, which the children can do by themselves;
- Tolerate or accept the behavior of children that is inconsistent, unsafe or violent or participate in such behavior;
- Being alone in the room with the child (an exception is the consulting work of a psychologist or social worker with the child);
- Children's opinion must be respected;
- Respect the child's privacy and confidentiality of information;
- Act in a manner that may be abusive or put the child at risk of being abused;
- Child abuse is not acceptable under any circumstances.

Values and principles in working with children:

- Safety, health and well-being of the child comes first;
- Children's rights declared by the Convention on the Rights of the Child must be respected, as well as work on their promotion, protection and improvement;
- Children must be protected from any form of exploitation and abuse;
- Children opinions must be listened and respected;
- Children who are users of any kind of services, or the target group of the project implemented within the Center, will participate and contribute to the development of activities;
- The interest of the child must be protected and improved;
- Discrimination, exclusion or marginalization must not be created between children;
- The partners with whom we cooperate and work must respect and meet the minimum standards of child protection in all programs;
- Respect the child's privacy and confidentiality of information;

Values and principles will be achieved by following acts:

- We will always work in the interest of the child, respecting his individuality;
- At every opportunity, we will treat the child with respect and respect his needs;
- We will work on the protection and promotion of children's rights, declared by the Convention on the Rights of the Child;
- We will appreciate and respect their opinion and attitudes;
- We will work with children and fulfill the aim of meeting their needs and strengthen their capacities, abilities and develop their potential;

- Understand children in the context in which they live, develop empathy for differences;
- Work in partnership with parents/guardians and professionals, in order to ensure, protect and improve children's rights;
- We will provide to our employees, volunteers, field workers and external collaborators with a statement on the confidentiality of information to be signed and acquaint them with the Child Safeguarding Policy;
- Employees, volunteers, field workers and external collaborators must not be left alone with the child. An exception is the consulting work with psychologists and social workers;

V RULES OF BEHAVIOUR

Staff, field workers, volunteers, outside collaborators must never:

- Discriminate, insult or favor a child on any basis;
- Use force or physically abuse children in any way;
- Use strong language, make suggestions or offer advice that is inappropriate, offensive or insulting;
- Physically behave in a manner that is inappropriate, or sexually provocative;
- Develop physical or sexual relations with children, or make suggestive sexual comments;
- Act in ways that can be violent in any way, or expose a child to the risk of abuse;
- Act in any way that can be considered abuse, or that can put a child at risk of being abused;
- Host a child or several users with whom they work in their home without supervision;
- Do the personal tasks for the children, which they could do themselves;
- Condone or participate in child behavior that is considered illegal, unsafe, or considered

abusive;

- Act in a way that is intended to embarrass or degrade, or in any other way commit a form of emotional abuse;
- Discriminate, exclude or marginalize or show affection toward someone in relation to other children;
- Sleep in the same room or bed with the child, except in case of extraordinary circumstances, when that is in the best interest for the child;
- This list is not final. It is subjected to changes and additions, in the best interest of children)

Complete staff, field workers, volunteers, outside collaborators must:

- Be aware of situations that can lead to risks and be guided by that situation;
- Plan and organize work and place of work, so that risks are minimal;
- Be transparent in working with children;
- Provide an open and pleasant atmosphere, so that risks and debatable situations can be openly discussed;
- Ensure a sense of openness between staff, field workers, volunteers and external collaborators so that potentially abusive behavior cannot go unnoticed;
- Talk to the children about their contact with staff, volunteers, external workers and external collaborators and encourage them to raise their concerns;
- Empower children - talk to them about their rights and obligations, acceptable and unacceptable behavior and what they could do to solve the problem;

- Respect the confidentiality statement and the Child Safe Guarding Policy;

We will fulfil principles for the stated values by doing following acts:

- All staff, field workers, volunteers, professional associates will sign a statement on the confidentiality of information;
- All staff, field workers, volunteers, professional associates and partners must be familiar with the Policy and sign it;
- The recruitment procedure will include a suitability check for working with children;
- All staff, field workers, volunteers and external collaborators will receive information on where and how they can report the possibility of child abuse and exploitation;
- All staff will work in partnership with parents/guardians, professionals and partners to ensure the protection of children;

VI DEFINITIONS / TERMS

Physical abuse represents real or potential harm, committed by one person, a child or an adult.

Includes: pushing, pulling, biting, tripping, kicking, throwing, pinching, crushing, poisoning, strangling,

burning, soiling, destroying things... Physical injury can also be caused by a parent or guardian fabricating the symptoms of an illness, or intentionally fabricate illness of the child.

Sexual abuse is the imposition of unwanted sexual behavior by one person on another. It is sometimes labeled as harassment, through making sexually suggestive comments. Sexual abuse includes: throwing, cursing, making lascivious comments, labeling, touching, vulgar gestures, spreading ugly stories... It also includes kissing, masturbation, touching. In the extreme, the child is

encouraged to participate in sexual activities, which she or he does not fully understand, without the

right to choose, up to potential rape. Sexual abuse includes involving children in viewing of pornographic content, sexual activities, encouraging children to behave in a sexually inappropriate manner.

Sexual exploitation of children implies a form of sexual abuse that involves engaging children in

sexual activity in exchange for money, gifts, food, accommodation, etc. This usually involves a child

that is being manipulated or sexually extorted, which may include exposure to alcohol and drugs. The majority of

children and women - victims of sexual abuse and exploitation, suffer from extreme violations of their rights and freedoms, the right on dignity and security, the right to be free from cruel and inhuman treatment, etc. A minor child cannot give mature, legally valid consent to sexual activity.

At the Center we believe that:

- Sexual activity with a child is a criminal offense and the grossest violation of the children's rights and the Policy;
- Any sexual activity with a child who is below the minimum age limit at which a person is legally considered capable of giving voluntary consent to sexual intercourse in the country where she/he lives and/or where the offense occurs, regardless of whether the child gave consent or not, is child abuse and a criminal offense;
- Consensual sexual intercourse with a child who is above the legal minimum age limit at which a person is considered competent (regardless of legal provisions), will be treated as a violation of this Policy;

Neglect and negligent treatment as a consequence can have serious damage to the children's personality, to his spiritual, moral and physical development. It implies: failure of satisfy of children's

basic needs, in supervision and protection of children from injuries, provision of food, safe environment,

etc. It also includes: neglect during pregnancy, alcohol and drug abuse, abuse of a handicapped child,

etc.

Emotional (psychic) violence represents the permanent or occasional denial of attention and love of

children. Persistent emotional abuse strongly affects the emotional development of a child.

Emotionally abusive actions include: degrading and humiliating treatment, mocking, belittling, insulting, mocking, belittling, name-calling, impersonation, labeling, cursing, name-calling, any form

of discrimination.

Commercial exploitation is the exploitation of children at work or in other activities for the benefit of

others, to the detriment of the children's physical or mental health. This includes, but is not limited to,

child labor. It also includes forced labor, sexual exploitation, human trafficking, etc.

VII PROCEDURES AND ADDITIONAL GUIDELINES

All employees must promote a culture of openness and transparency regarding issues related to the

preservation of children's safety, where all questions or doubts can be expressed and discussed:

- Exchange information with children about contacts they have with staff or other persons;
- Encourage them to express doubt;
- Empower children;
- Acquaint them with their rights - what is acceptable and what is not, what they can do if there is a problem;
- Acquaint the children with the professional standards of professional practice and what they can expect from the employees of the Center;
- Acquaint them with situations of non-fulfillment standards (by employees of the Center) and what to do in that situation;

Before starting with the work, and after signing the employment contract, contract on temporary and casual jobs, work contract and/or other forms of engagement of workers and/or associates, the entire staff of the Center will be introduced with this Policy, will sign a declaration of acceptance, understanding and support Politics.

All representatives of the Center, engaged persons and collaborators, all persons with whom the Center cooperates must also be familiar with the Policy and must sign the acceptance, understanding and adherence to the Policy.

All representatives, such as visitors, are given a copy of the Policy, and a psychologist or social worker explains to them how they must conduct while visiting the Center;

Any violation of this Policy is considered a disciplinary offense, which may result in termination of all

employment contracts signed with the staff.

VII FINAL PROVISIONS

Acceptance, understanding and adherence to the Policy is a condition for coming into contact with

the "Defendologija" Day Center and its users, or staying in the Center's premises in general.

Personal statement

I confirm that I have read, understood and will conduct to the Child Protection Policy during work or cooperation with the "Defendologija" Day Center.

I am aware that a violation of this Policy, depending on the severity of the offense, may lead to immediate disciplinary proceedings, which include dismissal, or termination of cooperation with persons who are not employed by DC "Defendologija".

Signature:

Position name/Organization:



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