



Address: Str. Frigului, nr 18, ap 108,  
Sector 4, Buchaerst Romania

## **Asociația ALT357 Child Protection Policy**

ALT357 is dedicated to promoting the welfare and safeguarding of all children. While we may not always work directly with children, we understand the critical importance of having clear policies and procedures to protect the rights and well-being of every child we may come into contact with—directly or indirectly. This Child Protection Policy outlines our commitment and provides essential guidelines for all staff, collaborators, and volunteers.

### Definition of a Child

For the purpose of this policy, a child is defined as any individual under the age of 18.

### 1. Commitment

- a. ALT357 is committed to ensuring the welfare, safety, and protection of all children.
- b. We believe every child has the right to grow up free from harm, abuse, exploitation, and neglect.

### 2. Responsibilities

- a. All staff, collaborators, and volunteers of ALT357 share a responsibility to uphold children's rights and safety.
- b. Any concerns regarding a child's welfare must be reported immediately to the designated Child Protection Officer (CPO).

### 3. Recruitment and Training

- a. Individuals who may come into contact with children will be subject to appropriate recruitment checks, including background and reference verification.
- b. Relevant staff and volunteers will receive regular training on child protection principles and procedures.

### 4. Code of Conduct

- a. All representatives of ALT357 must maintain respectful, appropriate, and professional behavior when interacting with children.
- b. Any form of abuse—physical, emotional, sexual—or neglect is strictly prohibited.
- c. Discrimination against children based on gender, ethnicity, ability, or any other status is unacceptable.

### 5. Reporting Procedures

- a. Concerns about a child's safety must be reported immediately to the Child Protection Officer or an executive representative.



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- b. All reports will be treated seriously, and ALT357 will act in accordance with legal and organizational protocols.
- c. Whistleblowers acting in good faith will be supported and protected from retaliation.

6. Confidentiality. Reports and related information will be kept confidential and shared only with those directly involved in resolving the concern or mandated by law.

#### 7. Monitoring and Review

- a. This policy will be reviewed annually or when necessary to remain current with legal frameworks and best practices.
- b. Compliance will be monitored regularly, and breaches will be addressed promptly and thoroughly.

#### Child Protection Pledge

For any program involving direct work with children, a signed pledge will be required from every staff member and volunteer:

As a member of ALT357, I commit to the following principles regarding the safety and well-being of children and young people:

I will fully comply with national and international laws and standards related to child protection.

I am committed to promoting the holistic development and rights of every child.

I will act as a positive role model and treat all children with empathy, fairness, and respect.

I will safeguard children from all forms of abuse, mistreatment, and discrimination.

I will never engage in inappropriate relationships with children or program beneficiaries.

I will ensure my interactions with children remain transparent, avoiding unnecessary one-on-one situations.

I will report any suspicions or incidents of abuse or violations of children's rights immediately.

I will protect the privacy of children and young people and will not share personal data or images without proper consent.

ALT357 is committed to fostering a safe, respectful, and empowering environment for children and will ensure this policy is actively upheld throughout all our programs and partnerships.