



# CHILD PROTECTION POLICY

## CSR NEST ASSOCIATION ROMANIA

### 1. Introduction

CSR NEST Association Romania considers that a child or a young person should never experience any type of abuse. That is why we developed this child protection policy that applies to all our employees, collaborators, volunteers or anyone acting on behalf of CSR NEST Association Romania, to express our commitment to safeguard the wellbeing of children and young persons in any occasions we came in contact with them.

#### 1.1 About CSR Nest Association

##### *History:*

CSR Nest Association was founded back in 2010 by a group of specialists with expertise both in Romanian and foreign corporate environment and civil society. It aims to be a bridge between local companies and NGOs.

##### Mission:

Its mission comes from its name, "CSR Nest" and consists of the development from the grass root of CSR projects and strategies that have a high impact in the community and that meet some real needs. Assisting the companies throughout the implementation of an entire CSR project so that they can reach their goals is what differentiates it from the crowd.

##### Directions:

**Education** - "Without education we are nothing": we have decided to invest our energy in educational programs that address many issues: environment, health, responsible behavior, sustainable development, etc.

**Community Development** - We always got involved in communities through CSR projects that aim to address some real needs from sectors like social, education, community involvement, health, culture, etc.

**Green projects** - Adopting a "green" behavior through projects that address environmental issues like environment protection and waste integrated management



## 1.2 CSR Nest Association statement on child protection

CSR Nest Association has a responsibility to promote the welfare of all children and young people and to keep them safe in all our activities which involve them, whether these are in communities, in schools, kindergartens or hospitals.

Our own staff, volunteers and partners are aware of the children's rights as stated in the United Nations Convention on the Rights of the Child (UNCRC) and stand for and share the common commitment to protect the children from all forms of physical or mental violence, injury or abuse, neglect, maltreatment or exploitation, including sexual abuse<sup>1</sup>.

## 1.3 Relevant documents

In producing this policy, we were guided by the national legislation as well as international conventions and standards for safeguarding children.

The existing legal framework in the field of on children's rights protection and promotion in Romania is defined by:

- Law 272/2004 is designed in a way that the system is efficient and applicable, and comply with international convention signed by Romania but in practice. However, its provisions are applied differently by different administrative units.
- Law 273/2004 with its modifications with regard adoption is another part of the legislation system which ensure the protection of children.
- Law 448/2006 with modifications is the legislation applicable for ensuring protection and promotion of the rights of persons with disabilities.
- Law 292/ 2011 social assistance
- Law 217/2003 regarding prevention domestic violence

International conventions, standards and guidelines we considered in elaborating this policy are:

- Keeping Children Safe Child Safeguarding Standards;
- the UN Convention on the Rights of the Child;
- the UN Statement for the Elimination of Sexual Abuse and Exploitation, all child-related UN conventions and international good practice.

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<sup>1</sup> UN Convention on the Rights of the Child (1989), Article 19

5, Gen. Eremia Grigorescu Street, 1<sup>st</sup> District, Bucharest, Tel: +40 37 105 30 09

Fax: +40 31 817 93 95 | [office@csrnest.ro](mailto:office@csrnest.ro) | [www.csrnest.ro](http://www.csrnest.ro)



## 1.4 Definitions

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by causing harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting, by those known to them or, more rarely, by a stranger. They may be abused by an adult or adults, or another child or children.

The following are the definitions of abuse that all the staff must be familiar and be able to recognize an abused child.

Physical abuse includes hitting, slapping, pushing, kicking, burning, misuse of medication and inappropriate sanctions or restraints.

Sexual abuse includes rape and sexual assault, intentional touching, fondling, molesting, inappropriate and sexually explicit conversations or remarks, exposure of the sexual or sexual gestures in front of the child. Sexual abuse is also the exposure to pornography or other sexually explicit and inappropriate material.

Psychological abuse includes emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks, persistent criticism, shouting, invading someone's personal space, disrespect for social, racial, physical, religious, cultural, sexual or other differences.

Neglect and acts of omission include ignoring medical or physical care needs, failure to provide access to appropriate health, social care or educational services, the withholding of the necessities of life such as medication, adequate nutrition and heating.

## 2. Principles upon which this Child Protection Policy is based

Child safeguarding is the responsibility that organisations have to make sure their staff, operations, and programmes do no harm to children, that is that they do not expose children to the risk of harm and abuse, and that any concerns the organisation has about children's safety within the communities in which they work, are reported to the appropriate authorities.

"Do no harm" is a principle that has been used in the humanitarian sector but can equally be applied to the development field. It refers to organisations' responsibility to minimise the harm they may be doing inadvertently as a result of their organisational activities.<sup>2</sup>

- The welfare of a child and young person will always be paramount;
- Everyone has a responsibility to support the care and protection of children;
- The welfare of families will be promoted;

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<sup>2</sup> Keeping Children Safe Coalition 3 – [www.keepingchildrensafe.org.uk](http://www.keepingchildrensafe.org.uk)

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- The rights, wishes and feelings of children, young people and their families will be respected and listened to;
- We value and respect all children in the context of their own culture, religion and ethnicity.

### 3. Goals of this Child Protection Policy

This policy aims at:

- making children aware of their rights and their active role in child protection;
- informing staff, family and community members, volunteers and partners about the child protection policy;
- conducting our work with children and young persons in a transparent way and in a protective environment;
- putting in place fair, secure and transparent reporting channels in case child abuse observation;
- making partnerships with other organisations who are better equipped and able to undertake investigations and can provide appropriate care and support to children.

### 4. What we will do

We will meet our commitment to protect children from abuse through the following means:

**Awareness:** we will ensure that all staff, volunteers and partners are aware of the problem of child abuse and the risks to children. We will carefully analyse the activities that will have to be conducted in our diverse projects and when children and young persons involved, we will organize before starting and periodically, discussions with staff and other participants in these activities about children's rights and child protection. In our internal documents as well as in our employees' job descriptions we will introduce elements and obligations regarding keeping children safe.

**Prevention:** we will ensure, through awareness and good practice, that staff, volunteers and partners minimise the risks to children. Together will conduct assessments of the risks of the new activities and will consider ways to overcome them since the beginning. We will ensure, through promoting children's participation, that children, wherever possible, will be active agents in their own protection and this will be a specific goal in all projects design and implementation. We will be careful when using personal data of children, including photos and videos taken during our activities that will be used with the purpose to promote a certain event or activity and we will use them only when having the child and his/her parent or legal representative consent. A mechanism will be put in place for that child/young person/parent to withdraw consent at any time, and for the images to be removed as soon as possible from any publication on paper or in electronic version and from internet/social media postings.

**Reporting:** we will ensure that staff and volunteers are clear what steps to take where concerns arise regarding the safety of children. In case of any concern raised during our activities with



children and young persons, we'll take it seriously and take appropriate action according to the national legislation. There is a clear communication line, any concern should be reported to the executive director that has the role of responsible person for child protection. In case of a concern we will immediately announce the child protection department and the police, if the case. Every staff or volunteer is obliged to immediately provide any information he or she has regarding a possible case of child abuse to the executive director and to the competent authorities during investigation. All staff and volunteers, including consultants, are required to sign and abide by the Code of Conduct (Appendix 1) as a condition of their involvement with CSR Nest Association Romania during projects that involve children and young persons. The Code of Conduct sets out specific expectations of acceptable and unacceptable behaviour.

**Responding:** we will ensure that action is taken to support and protect children where concerns arise regarding possible abuse. CSR Nest Association Romania staff members, volunteers and partners will ensure that positive action is taken to support and protect children and young persons where concerns arise. We take seriously any concerns raised and will support children, staff or volunteers who raise concerns. In the case of real or potential criminal investigation, CSR Nest Association Romania will cease any internal/external investigation and collaborate with the authorities who are in charge of the criminal inquiry. In case of the risk of impending abuse, immediate action should be taken to report the case of Child protection department or the Police.

Statement of Commitment to CSR Nest Association Romania Child Protection Policy

I, \_\_\_\_\_, have read and understood the standards and guidelines outlined in this Child Protection Policy.

I agree with the principles contained therein and accept the importance of implementing and promoting the child protection policies and practices contained within this document in my quality of employee/ volunteer/partner<sup>3</sup> while working or associated with CSR Nest Association Romania.

\_\_\_\_\_  
 \_\_\_\_\_ (Name)  
 \_\_\_\_\_ (Job title/role)  
 \_\_\_\_\_ (Signature)  
 \_\_\_\_\_ (Date)

\_\_\_\_\_  
<sup>3</sup> Please circle the applicable variant



## Code of conduct

### Do

- Treat all children with respect, regardless of their or their families' ethnicity, faith, political or other type of opinion, national or social origin, economic position, capacities or any other condition;
- Comply with and respect the laws and present child protection policy;
- Ensure, whenever possible, that at least two adults are present when working with or coming in contact with children;
- Talk with the direct supervisor/executive director about any concerns and immediately report any well-founded suspicion of a specific act of child abuse, as well as of any known non-compliance with this Policy and Code;
- Be informed about what constitutes violence on children and of the provisions of the Child Protection and apply these provisions in your work or interaction with children;
- Respect the confidentiality of children's personal information and of his/her image and dignity;
- Be aware of all the media and communication guidelines and of the using the informational technology in order to protect children.

### Don't

- Abuse of any kind the children;
- Do not discriminate, shame, humiliate children, including using language that mentally or emotionally abuse a child;
- Do not stay alone with a child in different activities that might be questionable by others;
- Do not kiss, hug, fondle, rub, or touch a child in an inappropriate and undesirable way;
- Do not cover any inappropriate behaviour towards a child you notice to any colleague, volunteer or other collaborator with the organization;
- Do not take pictures or record videos with a child without being required by the organization;
- Do not engage in friendship on personal social media channels (e.g. Facebook);
- Do not engage in one-to-one communication with children or via text messages, instant messaging or chat facilities unless it relates specifically to your job responsibilities;
- Do not disclose information about the children, especially contact details, with third parties (except in the case of legal guardians).;
- Do not engage in behaviour that could negatively influence children or set a bad example.