

CoCulture e.V. – Child Protection Policy

1. Purpose and Scope

- This policy defines coculture e.V.'s commitment to protecting children from all forms of abuse, neglect, and exploitation.

2. Guiding Principles

- **Best Interests of the Child:** The welfare of the child is paramount in all decisions.
- **Zero Tolerance:** No abuse, neglect, or exploitation of children is acceptable.
- **Participation:** Children have the right to be involved in decisions affecting them.
- **Confidentiality:** Child protection cases are handled sensitively and discreetly.

3. Standards of Behavior

- Never engage in sexual activity with anyone under 18, regardless of consent.
- Avoid one-on-one unsupervised contact with children.
- Do not use images of children without informed consent from parents/guardians.
- Do not humiliate, degrade, or use corporal punishment.

4. Procedures

- **Recruitment:** Reference checks for staff working with or near children.
- **Reporting:** Any suspicion of child abuse must be reported immediately through safeguarding focal points.
- **Response:** Urgent protective measures, referral to child protection services, disciplinary action against perpetrators.

5. Responsibilities

- **Management:** Ensure adequate systems, training, and resources for child protection.
- **All Staff/Volunteers:** Duty to comply with policy and report concerns.
- **Safeguarding Focal Point:** Responsibility for handling child protection reports.

6. Enforcement

- Violations result in immediate suspension, dismissal, and referral to authorities.

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