



**EQUAL
OPPORTUNITIES
INITIATIVE
ASSOCIATION**

Child Protection Policy

The present policy applies to all employees, volunteers, EOIA's members and contractors. It aims to ensure that children are safeguarded.

Rules:

- ✓ Use of a positive approach when communicating and working with children;
- ✓ Use of appropriate language, actions, and relationships with children;
- ✓ Avoiding inappropriate or sexually provocative behavior and any form of corporal punishment; as well as behaving in a manner meant to shame, humiliate, degrade, or disgrace a child;
- ✓ Inappropriate behavior to children is ground for disciplinary measures.

Procedures to report suspected violations:

- ✓ All suspected violations shall be immediately communicated to the Chairs council member, who shall register all received information and initiate respective procedures to assess the claim.
- ✓ The present policy should be disseminated to all employees, volunteers and EOIA's member;
- ✓ Any new employee should be instructed;
- ✓ Respective authorities responsible for assessing reported violations should be supported; The EOIA will undertake all necessary actions to safeguard children that have been reported to have fallen victim to abuse; Any member that has been proven to violate this policy will meet disciplinary measures;



Use of Visual images:

- ✓ When using visual images, the EOIA will present children and their families respectfully.

- ✓ EOIA will never take photographs of people that are unwilling to be photographed and adult representatives of children shall sign a consent form.