



The Child Protection Policy of the civil, non-profit company "Child and Adolescent 's Center":

- Describes the obligations that bind all employees, trainees and volunteers of the Organization.
- It is notified to all employees, trainees and volunteers, who are aware of their obligations and are valid in parallel with their individual employment contract with the Organization.
- Knowledge and acceptance of the Institution Child Protection Policy is an essential condition for hiring employees or accepting internships or volunteering.
- Commits the Organization to choose partnerships with other organizations that accept and respect the basic principles presented in this text.



The purpose of this document is to safeguard and protect the rights of children and young people in their contact with the Child and Adolescent's Center and at the same time to delimit the behavior and actions of people employed by the Organization (employees, trainees, volunteers) to each child and young person receiving the services of the Organization.

The goal is to offer quality Mental Health and Special Education services for the maturation of the child and the young person and his help to become a complete personality and to live an individual life in society.



The Child Protection Policy of the Child and Adolescent's Center is based on:

- The purposes and objectives of the establishment of the Organization, as described in its articles of association (12/1996) and its amendments (17/2003, 17/2012).
- In the mission, the vision and the values that govern the Organization and have been formulated by its Board of Directors.
- The Charter of the United Nations and the principles proclaimed in it for the recognition of the inherent dignity and equal and inalienable rights of all members of the human family as the foundation of freedom, justice and peace in the world .
- The Declaration of the Rights of the Child and the recognition that the child, due to his physical and mental immaturity, needs special protection and care - Geneva Declaration of 1924 on the Rights of the Child and the Declaration of the Rights of the Child, adopted by the United Nations General Assembly on 20 November 1959 and recognized in the Universal Declaration of Human Rights, in the International Covenant on Civil and Political Rights (in particular Articles 23 and 24), in the International Covenant on Economic, Social and cultural rights (in particular Article 10) and the statutes and relevant bodies of specialized bodies and international organizations concerned with the welfare of the child.
- In the Convention on the Rights of the Child which was unanimously adopted by the United Nations General Assembly on November 20, 1989. Greece signed the Convention on January 26, 1990 and ratified it on December 2, 1992 (Law 2101/1992).
- The Convention on the Rights of Persons with Disabilities which was voted by the Plenary Session of the United Nations General Assembly on December 13, 2006 and entered into force on May 3, 2008, and was ratified by the Plenary Session of the Greek Parliament on April 10, 2012, and in particular Article 7 on children with disabilities .



The Child Protection Policy of the Child and Adolescent's Center binds the employee, trainee and volunteer of the Organization, at the same time with the European and National legislation, his individual contract with the Organization and, depending on each specialty, Code of Ethics.

For the purposes of this:

CHILD: The Child and Adolescent's Center uses the definition of the United Nations Convention on the Rights of the Child, which defines every person under the age of 18 as a child.

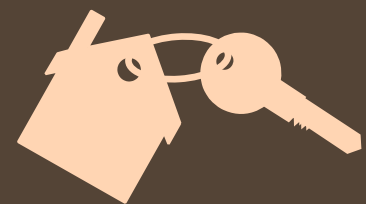
CHILD PROTECTION: The rules and commitments that govern the operation of the Organization during the provision of its services, the development of its activities and works and the actions it undertakes in order primarily to prevent and combat any form of child abuse.

CHILD ABUSE: According to the World Health Organization, "Child abuse or ill-treatment includes all forms of physical or emotional abuse, sexual misconduct, neglect or neglected treatment or exploitation for a specific purpose or damage to the life and development of the child, in the context of a relationship of responsibility, trust and power".

DIRECT CONTACT WITH CHILDREN / WORK WITH CHILDREN: The physical contact and lifelong communication of the Organization's staff with children during the execution of treatments and actions. The duration of physical contact between staff and children does not affect the event.

INDIRECT CONTACT WITH CHILDREN: Staff access to various information, and personal data such as case studies, names, addresses, photographs, family environment, religious habits and beliefs.

STAFF: All employees of the Child and Adolescent's Center including members of the Board of Directors, external associates, interns and volunteers.



CHILD PROTECTION RULES

All collaborators in any way with the Child and Adolescent's Center are obliged to:

- Ensure and promote the well-being of children who are abused or at risk of abuse or neglect when making decisions about access to mental health and special care services. In any case, the staff must immediately inform those responsible for child abuse cases, when they come to their notice.
- Listen and involve children and their families in discussions when decisions concern them (needs assessment, treatment framework, etc.). In any case, staff take into account the right of children to participate depending on their age, maturity and mental capacity or their vulnerability due to their situation in the decision-making processes that concern them.
- Give clear answers to children and their families about the services that concern them, considering them involved in problem solving, preventing negative impacts and promoting the development of children's lives and avoiding the rupture of the family where possible.
- To complete the personal files of the children, to keep an organized file and at the same time to keep the secret both for the children they support and for issues that concern them.
- Promote the integration of children, their access to appropriate education and therapeutic context (equal access and, where appropriate, needs assessment) without any discrimination based on race, color, sex, sexual orientation, language, religion, politics or other beliefs of the child or his parents or their legal representatives or trustees or their national, ethnic or social origin, their property status, their incapacity, their disability or any other situation.



CHILD PROTECTION RULES



- To create those conditions that will provide the child - during his participation in the activities with a sense of security and care based solely on his interest.
- Not to commit to the child for things that do not touch their competence, to be honest about their goals and actions, always guided by the extent of psychosocial development and perception of each child.
- Make sure that the materials used during the actions are made of safe, non-toxic materials to prevent any harm to children.
- Always ask for the consent of the parents, representatives or guardians of the children who will participate before taking any action, and in case the child is considered mature enough to give his / her own consent to receive his / her own consent. In order to assess whether the child can provide his / her consent, age, education, cultural background and any learning difficulties or disabilities should be taken into account, based on the rules and teachings of science and his / her personal judgment of the researcher.
- Ensure the approval of any action by the competent bodies before carrying it out.
- Collaborate with organizations and authorities and promote actions for the protection and well-being of children.





Violation of the obligations arising from the Present Child Protection Policy constitutes a disciplinary misconduct and is subject to control by the Board of Directors of the Child and Adolescent's Center that may take the measures of reprimand (oral or written), recommendation for compliance and termination of the employment contract or the rejection and immediate cessation of student internship or voluntary offer.

