

Child Protection Policy

Mezipatra as an organization introducing programs and workshops for children in topics of gender, sexual orientation and acceptance recognizes child protection as a key policy it has to address. The policy consists of key areas:

- 1) Protecting children participating in Mezipatra programs and workshops from all kinds of abuse and maltreatment, and exploitation.
- 2) Educating Mezipatra staff and volunteers about ways to participate in child protection and preventing poor practice and misconducts in this area and enhance good and respectful methods of education practices.
- 3) Protecting children participating in Mezipatra program's rights and their best interests and educating them about their rights, personal safety and overall well-being (in topics relevant to the program).

Protective measures

The Child Protection Policy is relevant for all Mezipatra staff (full time, part time, intern or volunteer). The Child Protection Policy of Mezipatra is following the general rules and obligations of UN Convention on the Rights of the Child. Mezipatra is therefore introducing measures for applicability:

- The Child protection policy is introduced to all new staff and members.
- All activities organized by Mezipatra engaging children are analysed based on threats to child protection policy.
- All activities organized by Mezipatra engaging children and tailored in up to date respectful teaching methods.
- Set of procedures in need for reporting and addressing violation of policy are set.

Standards of conduct

- Treat children with dignity and respect regardless of ethnicity, race, gender, age, language, religion, political or other opinion, disability, or other status.
- Use appropriate language in presence of children.
- Incorporate children's inputs and comments regarding Mezipatra programs.
- Collect only necessary data from children and in most cases trying to pursue for anonymized data only, which decreases the risk of misuse of the data.
- Report when having concerns about child's protection.
- Taking pictures of children for visibility purposes only in respectful and anonymous way (with their back facing the camera, their face not being visible or recognizable).
- Inform children about their rights, and ways how to support their personal safety and overall well-being in their life and specially in relationships with others (in our program we inform mainly about body autonomy, right to say no to unwanted physical contact)

Forms of unacceptable behavior

- Touch a child in an inappropriate or culturally insensitive manner.
- Physically assault or punish children.
 - Use language or demonstrate behavior that is harassing, abusive, demeaning, sexually provocative, or culturally insensitive towards children

- Misgendering and in any way not respecting children's chosen gender expression
- Not respecting children's privacy and right for expression of their identity
- Perform a behavior which is intended to humiliate, shame or degrade children
- Discriminate children based on their individual characteristics
- Engage children in any form of sexual activity

Reporting, Responding and Investigating on child abuse

- All members being in contact with children must be observant and reporting any possible misconduct during Mezipatra programs. All possible incidents must be recorded and managed.
- Mezipatra will take all allegations of child abuse very seriously and investigate them properly
- Evidence will be carefully reviewed and in case of proven incident, disciplinary measures will be taken depending on severity of the incident, from the least serious (warning) to most serious (dismissal).

About Child protection policy and how to report

This policy will be reviewed annually, or earlier in case of any specific issues.

Your questions, feedback, complaints and reports on our work regarding children can be forwarded to pavel.bicek@mezipatra.cz who will carefully review them and put adequate measures in place.

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**QFF Mezipatra Director
Pavel Bicek**

