

CHILD PROTECTION POLICY

Introduction

Post Bellum is a nonprofit organization that documents the memories of important 20th century historical phenomena and strives to pass these life stories on to the general public. As Post Bellum carries out a large number of educational projects engaging children and young adults, the organisation acknowledges as its fundamental duty to protect all children involved in its programmes and activities.

Post Bellum's Child Protection Policy is governed by the basic premise that Post Bellum does not tolerate any form of child abuse or exploitation. The purpose of this document is to ensure that the organisation has clear guidelines to prevent and appropriately respond to any forms of harm that may affect a child. By introducing these guidelines, Post Bellum wants to protect not only the children involved in its projects and activities, but also its employees and the reputation of the organisation.

Post Bellum's Child Protection Policy applies on:

- All Post Bellum's staff including management, interns and volunteers
- All external collaborators working on behalf of Post Bellum
- All those who participates in Post Bellum's projects and activities

Definitions

This Policy defines children as any person under the age of 18 years. Child abuse according to the World Health Organisation's (WHO) definition is understood as all forms of physical or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the child's health, survival, development or dignity in the context of a relationship of responsibility, trust or power.

Statement and commitments

This Child Protection Policy is developed to ensure the highest standards of professional behaviour and personal practice to guarantee that no harm occurs in any situation to children during their involvement in Post Bellum's projects and activities. Children who come into contact with Post Bellum's educational programmes must be protected from deliberate or unintended actions that place them at risk of child abuse, sexual exploitation, injury, discrimination and any other harm. Therefore, the Child Protection Policy (described in Post Bellum's Code of Conduct, guideline No. 21) is introduced and further accessible to all Post Bellum's staff and collaborators, especially those working in direct contact with children. For effective implementation of the Child Protection Policy, it needs to be understood accurately by all those that the policy applies to. Post Bellum ensures that all its staff, external collaborators, interns, volunteers etc. are informed about this policy and act in accordance with all its measures in order to cause no harm to children engaged in their programmes.

Forms of unacceptable behaviour:

- Physically assault or punish a child.
- Act in ways that may be physically or emotionally abusive.
- Engage in any form of sexual activity with a child.
- Touch a child in an inappropriate manner.
- Access child pornography through any medium.
- Discriminate, show different treatment or favour a particular child.
- Degrade a child or show any form of violent behaviour.
- Use language which is inappropriate, offensive or abusive.
- Place a child at risk of abuse or exploitation.
- Neglect any indication of a potential abuse.
- Take photos or request personal information if not required for activities.

Good practice means:

- Treat all children with respect and dignity.
- Encourage and respect children's voices and views.
- Build balanced relationships based on mutual trust.
- Give an enthusiastic and constructive feedback.
- Promote diversity and mutual tolerance.
- Encourage children to form and present their own opinions.
- Maintain a safe and appropriate distance with children.

All staff and external collaborators should be alert to signs that may suggest a child is in need of help. Post Bellum strives to create an environment in which both victims and persons concerned about the child's safety feel free to report on any presumed misbehaviour. Post Bellum therefore encourages and requests all its staff, interns and external collaborators to share any suspicion or disclosure of child abuse within projects carried out by the organisation. All incidents must be reported and managed in accordance with the relevant investigation procedures and standards.

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