

INTERNAL ORGANISATION POLICY FOR CHILD PROTECTION

OF BULGARIAN CENTER FOR NON-PROFIT LAW FOUNDATION

In its work, the Bulgarian Center for Non-Profit Law (BCNL) respects and follows the principles enshrined in international and national policies concerning child welfare and respect for their rights regardless of race, skin colour, gender, language, religion, political or other views, national, ethnic or social origin, property, disability, birth or other status of the child or of its parents or legal guardians.

In the spirit of the Universal Declaration of Human Rights (UDHR) which states that all children need special care and support and enjoy the same social protection, BCNL perceives as part of its goals the protection of the child and the care of children as a vulnerable group.

We, the BCNL Foundation, believe that all forms of abuse, violence and exploitation of children are inadmissible. The probability of employees (volunteers) or partners of the organisation committing acts of abuse or violence against children is perceived as a serious potential danger to BCNL, so our team takes measures to prevent such cases.

Child protection represents both general and personal responsibility. All members of BCNL staff are aware of the need to include child protection measures in all foundation's activities. Relationships with any employee or associate who is found to be engaging in an offense of abuse, violence or exploitation of children shall be terminated immediately.

With this internal organisation policy for child protection, BCNL declares its readiness and commitment to work to ensure a safe and positive environment for children.

1. Recruitment and training of employees

1.1. All future employees, volunteers, and members of the BCNL Board of Trustees shall be informed promptly about the organisation's child protection policy.

1.2. All employees, volunteers and Board of Trustees members are informed on BCNL internal organisation policy for child protection.

1.3. Persons hired as independent contractors receive a copy of the internal organisation policy for child protection.

2. Ethical code of conduct for employees towards children

In its activity, the BCNL Foundation is guided by the Code of Ethics of Workers with Children of the State Agency for Child Protection (<https://sacp.government.bg/sites/default/files/politics/politika-na-zakrila-na-deteto-278.doc>).

All future employees, volunteers and members of the BCNL Board of Trustees are introduced to the Code of Ethics for Workers with Children.

3. Procedure for reporting suspicions or evidence of abuse / violence against a child

3.1. In the event that a BCNL employee receives information or witnesses actual or suspected child abuse / abusive violence in a place where an organization's project activity is being carried out, he shall immediately inform the Director of the BCNL Foundation. Whenever necessary, the matter concerns a further investigation to the appropriate court.

3.2. Any employee who has information or suspected that a child is at risk reports to the CEO of the BCNL Foundation who decides what action to take.

3.3. Any employee who has evidence of abuse or violence against a child shall be obliged to report by the channels of the state institutions - State Agency for Child Protection (SACP), Child protection department (CPD), police, emergency aid.

4. Communication with children

4.1. Communication with children avoids language that speaks of power-based relationships.

4.2. When communicating with children, photos / videos should be used that are conformable to ethical standards and do not represent children as victims. All displayed children should be suitably dressed, and provocative poses that would be perceived as awakening sexual associations are definitely to be avoided.

4.3. When photographing children, it is possible to capture whole groups of children and reflect any action.

4.4. Photographs and videos are taken in advance of informed consent by a parent / guardian, clearly identifying the purpose and ways of using the materials. Consent should be given in writing.

4.5. When publishing text material related to past or forthcoming project activities, the identification of children occurs only at the express need and with the informed consent of the parent / guardian and child.

4.6. The publication of video and video material on the Internet (on a web page, on a Facebook, etc.) should meet the requirements described above.

4.7. When performing activities involving children directly, declarations certifying the consent of the parent / guardian are mandatory.

4.8. All documents containing personal information are collected and stored in accordance with the Personal Data Protection Law, GDPR and the Child Protection Law.

5. Partner organisations

BCNL Foundation implements partnerships with other organisations working with children and with educational institutions, following mutual agreement on ethical standards for working with children and child protection procedures to be observed by each partner.