

## CHILD PROTECTION POLICY

**Date of Approval:** 26 March 2025

**Next Review:** As needed (triggered by incidents, feedback, or legal changes)

**Version:** 1.0

**Public Access:** Yes – published on [www.ilabour.eu](http://www.ilabour.eu)

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### 1. Introduction

Internationale Arbeidsvereniging (ILA) is committed to promoting a safe, respectful, and protective environment for all children. Although the ILA does not work directly with children, its involvement in international training, education, research, and community-based initiatives may result in indirect contact with children through partner organisations, site visits, or project participation.

This policy outlines ILA's commitment to child protection, defines responsibilities, establishes behavioral expectations, and details prevention, reporting, and response procedures.

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### 2. Scope and Application

This policy applies to all individuals associated with ILA, including:

- Full-time and part-time staff
  - Board members and directors
  - Volunteers and interns
  - Consultants and contractors
  - Partner organisations, grantees, and collaborators
  - Visitors involved in any ILA-related project or event
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### 3. Guiding Principles

The ILA's Child Protection Policy is based on:

- The United Nations Convention on the Rights of the Child (UNCRC)
- Principles of best interest of the child, non-discrimination, participation, and protection from harm
- Respect for cultural diversity with a clear stance against behaviors that harm children

The ILA believes that safeguarding is a shared responsibility and that child abuse is never acceptable, whether through action, inaction, negligence, or exploitation.

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## 4. Definitions

**Child:** Any person under the age of 18, as defined by the UNCRC.

**Child abuse:** All forms of physical, emotional, sexual abuse, exploitation, neglect, and organisational negligence resulting in actual or potential harm.

**Indirect contact:** Situations where ILA staff or affiliates engage with organizations, environments, or media involving children, even if not working with them directly.

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## 5. Roles and Responsibilities

- The **Director or Vice President** serves as the **Child Protection Focal Point**, responsible for oversight, incident handling, partner compliance, and policy updates.
  - All covered individuals must read, understand, and comply with this policy.
  - Partners must either have their own child protection policies or agree to follow the ILA's standards.
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## 6. Code of Conduct

All ILA staff, partners, and visitors must adhere to the following behavioral expectations:

### Do:

- Maintain appropriate boundaries at all times
- Report any concerns or suspicions of abuse
- Ensure visibility (avoid being alone with a child)
- Treat all children with respect and dignity
- Promote a culture of openness and accountability

### Do Not:

- Engage in any form of abuse or exploitation
- Using degrading, discriminatory, or inappropriate language around children
- Give personal contact details to children
- Take photographs or videos of children without explicit, informed consent
- Stay overnight or share accommodations with a child during field visits

Violation of this Code of Conduct may result in disciplinary action, contract termination, or referral to legal authorities.

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## 7. Reporting and Responding to Concerns

The ILA encourages all staff, partners, and stakeholders to report child protection concerns using the following process:

### Reporting Channels:

- Email: [info@ilalabour.eu](mailto:info@ilalabour.eu)
- Incident Report Form: Available upon request or via ILA's internal platform
- Reports may be submitted anonymously or confidentially.

### Response Protocol:

1. The Director or Vice President will review the report within 72 hours.
2. An initial risk assessment will be conducted.
3. If needed, escalation will be made to external child protection authorities.
4. The incident will be documented, investigated confidentially, and resolved appropriately.
5. Support will be offered to any affected individuals or partner organisations.

Retaliation against anyone who reports in good faith is strictly prohibited.

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## 8. Partnerships and Third Parties

The ILA will ensure all implementing partners:

- Are encouraged to maintain their own Child Protection Policies
- Must agree to follow ILA's standards if no such policy exists
- Sign cooperation agreements that include safeguarding clauses

Due diligence will be conducted before project agreements to assess child safeguarding risks and capacity.

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## 9. Training and Awareness

- **Onboarding:** All new staff, board members, and partners will receive a briefing on the Child Protection Policy.
  - **Refresher Sessions:** Optional sessions and guidance materials will be made available annually.
  - **Visitors and Event Participants:** Will be briefed on child safeguarding expectations before participating in any project-related activity.
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## 10. Confidentiality and Data Protection

All reports and related data will be handled confidentially and shared only with those involved in the investigation and resolution. When handling sensitive information, ILA complies with relevant national and international data protection standards.

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## **11. Review and Amendments**

This policy will be reviewed as needed in response to incidents, partner feedback, operational risks, or changes in legal frameworks.

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## **12. Public Disclosure**

This Child Protection Policy is published on ILA's official website at [www.ilabour.eu](http://www.ilabour.eu) and may be shared with stakeholders, funders, and project participants upon request.

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### **Approved by:**

Nebahat A. Oncel – Co-president

Merve Demirci – Co-president

**Date:** 26 March 2025