



CHILD PROTECTION POLICY

1. Introduction

Gimnazija Vukovar as general education secondary school that lasts four years, implements general, science-mathematical and language-oriented gymnasium educational programs.

In all its activities involving minors, *Gimnazija Vukovar* ensures a safe space, where they are protected from injuries and enabled to actively participate in the activities. *Gimnazija Vukovar's* staff and its representatives will always maintain the highest standards of behavior towards children, as stated in this "Child Protection Policy".

Gimnazija Vukovar obliges to:

- ensure that its staff and representatives are aware of the issue of violation of children's rights;
- ensure that its staff and representatives create a safe space in which the risk of physical and psychological injuries to minors, as well as potential abuse, is avoided;
- ensure that its staff and representatives respond effectively to any reported abuse providing support, protection and care for the minors involved.

2. Policy implementation

The following criteria define the proper implementation of the policy:

the policy is disseminated among *Gimnazija Vukovar's* staff and representatives;

- the recruitment and selection of staff and other employees reflects *Gimnazija Vukovar's* commitment to protection of minors. The failure of the policy-related aspects must be considered serious, as it violates *Gimnazija Vukovar's* work ethics and principles;
- all *Gimnazija Vukovar's* activities in which minors are involved must be previously evaluated, ensuring that all potential risks to child protection are identified and appropriate into corresponding monitoring systems;
- when it comes to the use of information and communication technologies (internet, websites, social networks, digital photography) *Gimnazija Vukovar* greatly considers the importance to ensuring conditions in by which minors are protected from any possible risks.

3. Liability

Gimnazija Vukovar's staff and its representatives are responsible for creating the work environment that promotes the implementation and development of the principles of this policy. Depending on their functions, staff members are responsible for ensuring the same working environment in the place where project activities are carried out.

4. Code of conduct

Gimnazija Vukovar 's staff and representatives are strictly prohibited from:

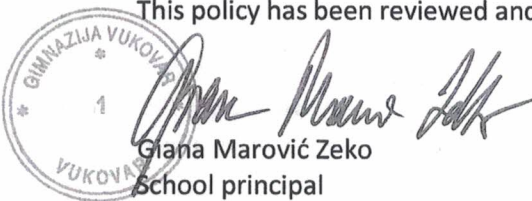
- hit, physically attack, physically or mentally abuse a minor;
- participate in sexual activity or have sexual relations with persons under the age of 18, regardless of the definition of adulthood or legally recognized consensus in different countries. Incorrect understanding of the minor's age cannot be considered an acceptable defense;
- have relations with minors that can be considered exploitation in any way, maltreatment or abuse;
- use inappropriate language or give inappropriate and offensive suggestions and advice;
- act to embarrass, humiliate, belittle or despise a minor or commit any other form of emotional abuse;
- discriminate against minors or treat some of them with excluding actions and policies.

This list is not defined exclusively within these frameworks, meaning that each action or behavior that could be inappropriate or potentially offensive to minors should be avoided.

Gimnazija Vukovar 's staff and representatives also undertake to:

- be careful in recognizing situations that may pose a risk for minors and know how to manage them;
- report any concern, suspicion or awareness of possible abuse or mistreatment of minors, as defined in this policy;
- organize activities and the atmosphere at the workplace in order to minimize risks measure;
- respect the rights of children and treat them with respect, honesty and dignity;
- encourage children to participate in order to develop their ability to protect themselves.

This policy has been reviewed and approved by:



Glana Marović Zeko
School principal

Vukovar, December 22, 2022.