

Föreningen More Mosaic CHILD PROTECTION POLICY

More Mosaic is a non-governmental organization based in Stockholm, Sweden. Its aims are to promote academic, cultural and political exchange, to participate in the discussion about European citizenship and to serve as a platform for meaningful collaboration between Sweden, EU and other actors beyond former geopolitical borders.

More Mosaic's mission is the exchange of best practices with other countries' civil society's representatives, the spread of democratic principles and the involvement of youth workers in activities enhancing the European Union's values.

More Mosaic keeps close contact with activist groups and NGOs working in Eastern Europe as well as Ukrainian organizations in the European Union that manifest an active civil position. Since 2017 More Mosaic also began to work in Morocco and Balkans, successfully implementing projects in Albania, Bosnia, Kosovo, Montenegro and Serbia under Erasmus+ program.

Since 2016 More Mosaic has been actively involved in the issues of migration and integration:

- with newly-arrived in Sweden and organising Swedish lessons funded by Vuxen skolan;
- organised a seminar on inclusion of IDPs/refugees in hosting communities that resulted in a mutually developed document Recommendations for Integration of IDPs and Refugees in HCs.

During 2016-2019 our organization has implemented a number of projects in Sweden, Georgia, Serbia, Albania, Bosnia, Armenia, Kosovo, Montenegro, Morocco and Ukraine under Erasmus+ funding. It includes seminars, trainings, youth exchanges, job shadowing and EVS.

Since 2020 More Mosaic has been involved in a number of Strategic partnership projects within Erasmus+ and NordPlus.

Since 2022 due to the Ukrainian refugees crisis, except for humanitarian and human response More Mosaic held a workshop series on the theme of women in entrepreneurship, inclusion and anti-bullying in Karlstad, Stockholm and Uppsala in cooperation with the newly-arrived groups.

More Mosaic activities include:

- Educational seminars, trainings, workshops and round tables;
- Youth mobilities such as trainings, youth exchanges, job shadowing and European Solidarity Corps volunteer exchange;
- Photo and video production;
- Collaboration with vocational schools and associations as well as schools in Sweden and abroad.

Given that educational activities conducted by MORE MOSAIC may involve working with children, we set together Policy for the protection of children during the implementation of activities. Children are considered to be persons under the age of 18, as defined in accordance with the Convention on the Rights of the Child, published by UNICEF. The intention is to ensure the safety of children with whom the staff and collaborators of the MORE MOSAIC come into contact with through this Policy.

All employees have undergone an informational workshop on the application of the Policy, while external collaborators are expected to familiarize themselves with the content of the Policy before carrying out activities that involve working with children.

UNACCEPTABLE BEHAVIOR OF MORE MOSAIC EMPLOYEES AND COLLABORATORS WHEN WORKING WITH CHILDREN

- To use any physical abuse of children.
- To engage in sexually classified activities or have sexual relationships with individuals under the age of 18. Mistaken belief in the age of the child is not a defense.
- To develop relationships with children that could be considered exploitative or violent in any way.
- To behave in a manner that may be violent or may endanger a child's safety from abuse.
- To use language, make suggestions, or offer advice that is inappropriate or offensive.
- To behave physically in an inappropriate or sexually provocative manner.
- To assist children in performing tasks of a personal nature that children can do on their own.
- To approve or participate in actions/behaviours of children that are unlawful, unsafe, or violent, including harmful traditional practices, spiritual or ritual abuse.
- To behave in a manner aimed at shaming, humiliating, or demeaning children, or in any way engage in any form of emotional abuse.
- To discriminate, show unfair treatment, or favouritism towards certain children.
- To spend time alone with children away from others or behind closed doors or in isolated areas.
- To be under the influence of alcohol or drugs in the presence of children.
- To utter or engage in activities with children that are unlawful, unsafe, or violent.
- To employ children in any form of child labour, including as domestic help (child labour is work that is mentally, physically, socially, or morally hazardous and harmful to children or interferes with their education. See Convention 182 and 138 of the International Labor Organization for further explanation of child labour).
- To offer money, employment, goods, services, or other forms of exploitative behaviour.
- To use computers or other organization equipment to view, download, create, or distribute inappropriate material, including but not limited to pornography.
- To put themselves in a position/situation where they may be contextualized or suspected of behaving inappropriately towards children.

- To abuse their own hierarchical, material, or social position.
- To inflict any physical or psychological harm on any person they come into contact with.
- To use any form of physical punishment, including hitting, physical assault, or physical abuse.
- To exchange money, employment, goods, or services for sex, including sexual services or other forms of humiliating or exploitative behaviour.
- To use language or behave in a physically or sexually provocative and inappropriate manner.
- To engage in any form of inappropriate physical behaviour.
- To participate in pornographic activities involving the acquisition, storage, or circulation of documents of a pedophilic nature, regardless of the medium used.
- To support or participate in activities where a child's/adult's behaviour is likely to lead to violent or unlawful actions; shame, humiliate, demean, or degrade any human being or engage in emotional abuse.
- To discriminate against any individual or groups of people; nor provide preferential treatment to one person through gifts, sponsorship, or money.

EXPECTED BEHAVIOR OF MORE MOSAIC EMPLOYEES AND COLLABORATORS WHEN WORKING WITH CHILDREN

- Treat each child fairly, honestly, with respect and dignity, and without discrimination on any basis including: race, colour, origin, citizenship, migrant or other status, nationality or ethnic origin, language, religious or political beliefs, gender, gender identity, sexual orientation, property status, social and cultural background, birth, genetic characteristics, health status, developmental and physical disabilities, prior convictions, age, appearance, membership in organizations, and in relation to other real or assumed personal characteristics.
- Dress in a culturally appropriate manner when working with children.
- Build mutual trust and understanding with children.
- Recognize and respect children's right to privacy.
- Maintain high personal and professional standards when working with all users, especially those under 18 years of age.
- Adhere to expected behaviour regarding communication, social media, and digital technology.
- Promote children's rights and human rights for all in their professional and private lives.
- Be aware of situations that may pose risks to children and manage them.
- Plan and organize work and workplace to reduce risks.
- Ensure there is a culture of openness that allows for raising and discussing all issues or problems.
- Empower children - talk to them about their rights, what is acceptable and unacceptable, and what they can do if there is a problem.

- Encourage participatory practices with children that develop their own protective capacities.
- Respect the rights of others, treat people with dignity, fairness, and tolerance.
- Recognize potential pitfalls that could lead to discrimination, abuse of children, or any form of exploitation, abuse, or harassment of children.
- Promote a culture of openness where issues can be discussed.
- Avoid situations that isolate children and where behaviour cannot be observed.
- Identify and avoid compromising and/or situations that may lead to accusations.
- When filming any person (photos, videos, etc.), ensure the person is adequately dressed and that the images do not undermine the person's dignity; avoid sexually suggestive poses. Parents or legal guardians of minors must give consent for filming/recording.
- When using child information for media purposes, do not provide personal details (identifying details) and ensure that the child, parents/legal guardians give their consent.
- Report any suspicious violations of the Child Protection Policy to the responsible person.

Be aware that there is a risk of peer violence:

- When talking to children, use language adapted to children in such a way that your expressions, actions, and relationships do not endanger children in any way.
- Develop special measures to protect younger and especially vulnerable children from peer and adult abuse.
- Limit children's access to inappropriate electronic material and/or do not expose children to such material.
- Always respect the confidentiality of children's personal data.
- Obtain written consent from the child and parents/guardians when photographing, filming, or requesting personal data for activities.

RULES OF CONDUCT REGARDING THE USE OF INFORMATION AND TELECOMMUNICATION TECHNOLOGIES (ICT)

- Whenever possible, do not reveal a child's identity in the online space;
- When publishing media content, do not disclose private information about the child;
- Disable the geographical location of the child based on a photograph.

RESPONSIBILITY FOR IMPLEMENTING THE POLICY

Implementing MORE MOSAIC Child Protection Policy is carried out by current Chairman of the Board - actukreu (at) gmail.com. The responsible person is obliged to ensure that all employees and collaborators are familiar with the content of the Policy, and that all have signed a statement confirming their agreement with the content of the Policy and that they will act in accordance with the stated guidelines. The responsible person is also the contact

person whom employees and collaborators should contact in case they observe violations of the Policy.

REPORTING AND HANDLING CONCERNS

- If any person has concerns or suspicions regarding any type of violation of the Child Protection Policy, especially, but not only, by a person associated with the MORE MOSAIC in any capacity, they must immediately report such concerns to the competent authorities and to the contact person for child protection at the MORE MOSAIC. Responding to violations of the Child Protection Policy includes the following:
 - Complaints and concerns will always be considered and addressed promptly;
 - The well-being of children will be the primary concern;
 - Reports from children will be treated with sensitivity and without pressure. A person associated with MORE MOSAIC (working with children) will reassure the child or young person that they did the right thing by speaking out and inform them that they should always tell someone. Children must not be asked to promise complete confidentiality;
 - Reports of concerns submitted by adults are also subject to the possibility of sharing information with relevant authorities. No person associated with MORE MOSAIC will condition their job position by reporting potential or suspected child abuse. If the person reporting a concern requests anonymity, MORE MOSAIC will respect their request, and only if it is determined to be a deliberate false accusation after investigation by the competent authorities, MORE MOSAIC will further manage those issues as personnel management matters;
 - The recipient of the complaint must immediately inform the competent authorities (police, social services) and carefully record the complaint and forward the record to the MORE MOSAIC contact person. The contact person must inform the Board without delay;
 - The contact person informs the Board who then informs the appointed representative of the donor organization who forwards the information to their line manager and/or the person responsible for child protection;
 - In the event of a violation of the Child Protection Policy by the Board, the contact person informs the chairman of the board;
 - In the event of a violation of the Child Protection Policy by the appointed contact person, the recipient of the complaint informs the Board directly;
 - If the alleged perpetrator is a person not associated with MORE MOSAIC, MORE MOSAIC will record the incident and ensure that the incident is reported to the competent authorities (police, social services, etc.);
 - If the alleged perpetrator is a person associated with MORE MOSAIC in any capacity, the Board will convene a child protection meeting, unless the Board is the alleged perpetrator. In that case, the Board will organize a child protection meeting. In both cases, the child protection meeting must be held within 24 hours. If urgent measures are needed to protect children or others, they should be taken immediately;

- The child protection meeting will include the board, program coordinator, contact person, and other employees, unless there are other reasons for these individuals not to be involved. The meeting will be held to assess risks in the immediate future and do everything possible to mitigate these risks, assess concerns, and decide on next steps, including who else needs to be informed. Parents or guardians of the children involved will also be informed if necessary. In addition, confidentiality of information will be maintained;
- If the subject of the accusation is a person associated with MORE MOSAIC in any capacity, that person will be required to step aside from their duties with full pay as defined in the contract until the investigation is completed. It should be clearly stated that suspension does not imply guilt, but rather protects all parties during the investigation;
- If it is determined that a person associated with MORE MOSAIC in any capacity has committed an incident, MORE MOSAIC will take disciplinary measures and/or other actions appropriate to the circumstances. MORE MOSAIC will follow the following procedure to ensure confidentiality:
- Children's safety is paramount and therefore their confidentiality must be protected at all stages. Identified information about the child protection incident will be shared only on a "need to know" basis;
- The subject of the complaint (alleged perpetrator) and all witnesses must fully and openly cooperate in internal and legal investigations and hearings. Their confidentiality will be protected, and information that could identify them will be shared only on a "need to know" basis.

GLOSSARY OF TERMS BASED ON DOMESTIC AND INTERNATIONAL DOCUMENTS AND REGULATIONS ON CHILD PROTECTION

DIGITAL VIOLENCE

Digital violence and abuse refer to the misuse of information technologies that can result in harm to another person and endanger their dignity. This is achieved through sending messages via email, SMS, MMS, through websites, chatting, participating in forums, social networks, etc.

Source: <https://hateaid.org/en/digital-violence/>

EXPLOITATION

Exploitation includes work done by children that is inappropriate for their age (for example, forcing them to work excessively or perform work unsuitable for their age, begging, or inducing them to engage in other harmful activities detrimental to their development, which constitutes the criminal offense of Neglect and Abuse of a Minor under Article 193, Paragraph 2 of the Criminal Code), child prostitution, child abuse, child abduction, child trafficking, using children in the pornography industry, child labor, etc. Sexual exploitation is also a form of sexual abuse and must be reported as such, equally to reporting sexual abuse of children.

Source:

<https://safeguarding.network/content/safeguarding-resources/child-criminal-exploitation>

VIOLENCE

Refers to any form of physical or mental violence, injury or abuse, neglect or negligent treatment, harassment or exploitation, including sexual abuse.

Source: https://www.who.int/health-topics/violence-against-children#tab=tab_1

SEXUAL EXPLOITATION OR ABUSE

It includes:

- (a) inducing or forcing a child to participate in any unlawful sexual activity;
- (b) using children for prostitution or other unlawful sexual acts;
- (c) using children in pornographic performances and materials.

Source:

<https://www.unicef.org/protection/protecting-children-from-sexual-exploitation-and-abuse>

FREEDOM OF EXPRESSION

Freedom of expression includes the freedom of the child to seek, receive and impart information and ideas of all kinds, orally or in writing, in artistic form or through any other media of the child's choice, in all environments where the child resides.

Source:

https://www.unicef.org/eca/situation-children-europe-and-central-asia?gad_source=1&gclid=Cj0KCQjwu8uyBhC6ARIsAKwBGpSkG9QVAPqCiYmQ0hZLsQ3jW4GR_CryPqIdBLXIP85iWLMk28_2d7caAmUrEALw_wcB

PEER VIOLENCE

Peer violence is any behaviour that fulfils several elements:

- it aims to harm someone;
- it repeats over a period of time;
- there is an imbalance of power between the perpetrator and the victim (the victim is weaker), which is the main characteristic of violence.

There are different types of violence among children, all equally harmful to the child. Forms of violence may include:

- Physical violence - the most obvious form of violence, often mistakenly taken as synonymous with violence in general;

- Verbal violence - insulting, humiliating, slandering, mocking, etc., with this type of violence, children may have the most experience during their lives (parents, guardians, and other authorities may be prone to insulting during disciplining, and humiliating words can be heard almost daily from peers at school);
- Social exclusion - convincing other children not to play and/or socialize with a specific child-target;
- Electronic, digital, or "cyber" violence - attacks/threats over the internet, belittling, "flaming" (provoking negative reactions with insults, curses, twisting what was said, "putting words into the mouth" that the person/child did not say, with the aim of upsetting the targeted child and involving them in a discussion where they lose dignity and credibility), online intimidation, distributing personal materials (photos, posts on social networks, etc., without the consent of the targeted person), etc.

Source: <https://data.unicef.org/topic/child-protection/violence/peer-violence/>

ABUSE AND EXPLOITATION OF CHILDREN AND STUDENTS

The abuse and exploitation of children and students encompass everything an individual or institution does or fails to do that negatively affects, harms, denies, or reduces the opportunity for safe and healthy development, putting them in a vulnerable position towards individuals or institutions (abuse in sports, for political, religious, commercial, and other purposes). Abuse also includes excessive encouragement or psychological pressure on children and students by parents or teachers for achievements that may result in endangering normal psychophysical and social development and the best interests of the child.

Source: <https://www.schoolsafety.gov/child-exploitation>

REPORT FORM FOR VIOLATIONS OF THE CHILD PROTECTION POLICY

Case Number:

Date:

Time:

Place:

Information about the Reporting Party

Name and last name:

Address:

Mobile number:

Occupation:

Relationship with the Organization:

Relationship with the Child:

Information about the child

Name and last name:

Age:

Sex:

Native Language:

Information about the Alleged Perpetrator

Name and last name:

Age:

Sex:

Adress:

Case Description

Filled out by

Name and last name:

Date and place:

Received by

Name and last name:

Date and place:

STATEMENT OF COMPLIANCE WITH THE CHILD PROTECTION POLICY

I, the undersigned, confirm that I have read and understood MORE MOSAIC Child Protection Policy and agree to adhere to it throughout my engagement with MORE MOSAIC.

I affirm that:

- At all times, I shall avoid actions or behaviours that may lead to misinterpretation of conduct, represent poor practice, or potential abuse.
- If any incidents involving children occur in projects and programs, I will act in accordance with the law and inform the relevant authorities (police, social services).
- I will inform the designated contact person for child protection at MORE MOSAIC Chairman of the Board - actukreu (at) gmail.com
- In case the contact person violates the Child Protection Policy of MORE MOSAIC, I will inform the Board of the organization.

Signature:

Name:

Position:

Date: