



ROMA ONLUS

CHILD PROTECTION POLICY

In accordance with the **Child Safeguarding Standards** drafted by the United Nations Convention on the Rights of the Child and internal guidelines, Roma Onlus adopts the following child protection policy, to be applied in all projects where minors participate in any form.

1. INTRODUCTION

Roma Onlus is a private organization based in Rome, Italy, that works to promote equality, inclusion, and the fight against antigypsyism through activities designed for young people and the wider community. The organization develops and implements educational projects in close collaboration with children and adolescents, particularly secondary school students (aged 14–18), as well as Roma and Sinti youth.

Our vision is of a sustainable and inclusive society in which all children grow up happy, healthy, capable, and confident, recognized as individuals in their own right. Child protection is considered a cornerstone of this vision, ensuring that children have access to their rights, spaces to express themselves freely, and opportunities to actively contribute as agents of change towards a fairer and more inclusive future.

Roma Onlus recognizes that child abuse and exploitation, in all their manifestations (physical, sexual, psychological, and neglect), represent a global challenge that affects all countries and societies. In response to this reality, the organization adopts a comprehensive **Child Protection Policy (CPP)** aimed at safeguarding all minors engaged in its projects and activities. This policy is aligned with the **United Nations Convention on the Rights of the Child (CRC)**, the **Council of Europe Lanzarote Convention (2007)**, and the **Sustainable Development Goals (Agenda 2030)**.

2. OBJECTIVES AND PRINCIPLES

The well-being and safety of children are the highest priorities in all Roma Onlus initiatives. The organization commits to working in accordance with the following key principles derived from the UN Convention on the Rights of the Child:

- Right to equal treatment and protection from discrimination
- Priority of the child's best interests in all decisions and actions
- Guarantee of development opportunities, both educational and social
- Respect for the child's views, with due consideration of their age and maturity

Principles guiding children's participation in projects:



- Participation must be transparent, respectful, inclusive, and non-discriminatory.
- Diversity and individual needs must be recognized and addressed.
- Freedom of choice and self-determination must be central.
- Privacy and data protection are strictly safeguarded.
- Non-violence and peaceful conflict resolution must be actively promoted.

Roma Onlus categorically rejects any form of inequality, discrimination, or exclusion. Every staff member, collaborator, or volunteer shares responsibility for creating safe environments where children feel empowered to participate and express themselves.

3. PEOPLE

Roma Onlus sets out clear responsibilities and expectations for its staff and collaborators, ensuring they are supported to meet these obligations. Measures include:

- Providing ongoing training, appropriate qualifications, and constant supervision
- Commitment to organizational values and compliance with legal obligations (including data security and child safeguarding laws)
- Clearly defined safeguarding roles within each project
- Strict supervision of new staff, ensuring no unsupervised contact with minors
- Mandatory onboarding and child protection training for all new staff and volunteers
- Awareness-raising among partners, freelancers, and volunteers regarding safeguarding responsibilities
- Opportunities for reflection, supervision, and internal communication on child protection matters

4. CODE OF CONDUCT

All employees, volunteers, interns, and collaborators of Roma Onlus commit to:

1. Recognizing the value of every individual and rejecting all forms of discrimination.
2. Safeguarding children from any form of violence, abuse, or exploitation.
3. Giving priority to the best interests of the child in every decision.
4. Listening to and valuing children's opinions.
5. Maintaining high professional and relational standards.
6. Refraining from inappropriate behavior, offensive language, or actions that may harm children.
7. Avoiding any personal or online contact outside approved activities.
8. Not hosting minors at their residence without written parental/guardian consent and in compliance with procedures.



9. Always requesting informed consent before collecting or using children's photos, videos, or personal information.

5. PROCEDURE AND REPORTING

Roma Onlus has established a clear and transparent reporting system to ensure that all staff, volunteers, and participants know the appropriate steps to take if concerns arise:

- All project activities involving children include prior explanation of the Child Protection Policy.
- A clear, accessible reporting mechanism is in place; the safety of the child is always the paramount concern.
- All suspicions or allegations of abuse must be reported immediately to the project manager and the designated Child Protection Focal Point.
- Any violation of the policy is considered a disciplinary offense and may result in the termination of collaboration.

Designated Child Protection Focal Point:
Graziano Halilovic – responsible for coordinating, disseminating, and ensuring implementation of the Child Protection Policy across all Roma Onlus projects.

6. COMMUNICATION AND MEDIA

Communication and media activities within Roma Onlus adhere strictly to current legislation regarding data protection and personal rights:

- Informed consent must always be obtained before collecting, storing, or publishing any images, videos, or personal information relating to children.
- Children and their families must be informed of how materials will be used, and children are free to refuse without negative consequences.
- All media outputs prioritize children's dignity, avoiding stereotyping, stigmatization, or any form of exploitation.

7. MINIMIZING RISKS

Roma Onlus takes a proactive approach to risk reduction by adopting the following strategies:

- Context analysis to identify risk factors in each project environment
- Design of safe and inclusive activities, tailored to children's needs and cultural contexts
- Constant supervision during all interactions with children
- Empowerment of children to understand their rights, recognize acceptable and unacceptable behaviors, and know what steps to take if they face problems
- Vigilance against risky situations, such as bullying, peer abuse, or exclusion



- Zero tolerance for harmful conduct, including offensive language, negative modeling behaviors, or inappropriate relationships

8. STAFF RECRUITMENT AND SELECTION

The recruitment of employees, volunteers, and interns reflects the organization's commitment to safeguarding children:

- Careful assessment of CVs, identity, and qualifications
- Verification of references, criminal records, and pending charges
- Interviews with specific questions on child protection
- Trial periods to evaluate suitability
- Informing candidates about the binding nature of the policy
- Transparency with parents and guardians about expected staff conduct

9. MONITORING AND TRAINING

- The Child Protection Policy is periodically reviewed at both organizational and project levels.
- Anonymous feedback is always available to participants.
- Staff receive continuous training on children's rights, abuse prevention and reporting, and data protection.
- Partners and communities are engaged in awareness-raising activities.

10. PROMOTING CHILDREN'S RIGHTS

Roma Onlus is deeply committed to promoting and defending children's rights. This commitment is implemented through:

- Educational initiatives on international and national child protection legislation (CRC, Lanzarote Convention, national laws)
- Effective and respectful communication strategies tailored to children's age and cultural background
- Measures to prevent, detect, and report abuse or neglect in all projects
- Psychosocial support for children and ongoing supervision for staff to protect their well-being
- Partnerships with institutions and organizations to strengthen collective safeguarding efforts



This Child Protection Policy reflects Roma Onlus' unwavering commitment to protecting, defending, and promoting the rights of all children and adolescents with whom it comes into contact. It provides a practical and operational framework for preventing and addressing all forms of violence, abuse, and exploitation.

Through its adoption and implementation, Roma Onlus aims to foster a safe, inclusive, and respectful environment in which children can grow, thrive, and participate fully as valued members of society.