

Child Protection and Code of Conduct Policy

1. Purpose and Scope

This policy document has been prepared to establish a safe, ethical, and professional working environment for all activities conducted with children by the association. It is binding for all association administrators, volunteers, partners, and any members who have direct or indirect contact with children.

2. Fundamental Principles

- The best interests of the child are paramount in all circumstances.
- All children are equal, respectable, and deserving of protection. Each child should be recognized and treated as an individual.
- Association members and project partners are responsible for safeguarding the physical, emotional, psychological, and social well-being of children.
- Any form of discrimination, mistreatment, bullying, or abuse is strictly unacceptable.

3. Responsibilities of Anyone in Contact with Children

- Always interact with children in a respectful, sensitive, and professional manner.
- Avoid behaviors such as shouting at, intimidating, humiliating, or pressuring children.
- Respect children's privacy and personal boundaries.
- Refrain from physical contact; when physical contact is necessary, always **ask** (not just obtain consent) and ensure the interaction is appropriate and safe.
- Take photographs of children only in ways that do not reveal their faces; if photography is required, obtain parent/guardian permission.
- Provide children with spaces where they can express themselves and answer their questions; ensure transparency and visibility, especially when one-on-one interaction is necessary.
- Keep children's personal information confidential and share it only with relevant persons when absolutely necessary.

4. Prevention of Inappropriate Behavior

The following behaviors are strictly prohibited:

- Any form of physical punishment, physical violence, or threats.
- Sexually explicit conversations, behaviors, or insinuations.
- Humiliating, mocking, or hurtful remarks toward children.
- Neglect or intentional actions that endanger a child's safety.
- Using children for personal gain.

5. Safety and Protection Protocols

- The physical safety of the activity area must be checked in advance.
- Children must never be left unsupervised.
- Communication and evacuation plans for emergencies must be prepared.
- All staff and volunteers must be informed about emergency procedures.

6. Reporting Mechanism

- Association members are required to immediately report any situation that threatens child safety to the relevant authority.
- Confidentiality is protected in all complaints and reports.
- All notifications are handled with seriousness, and necessary actions are initiated promptly.

7. Training and Awareness

- Regular trainings are conducted on child protection, ethical behavior, communication, and crisis management.
- Association members are required to attend these trainings.

8. Violation of the Policy

- In case of violation of this policy, disciplinary procedures are initiated.

- Depending on the nature of the violation, sanctions such as suspension, dismissal from membership, or legal action may be applied.