



## Child Protection Policy

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### Introduction

Na mysli revives the relationship between urban population and the environment, supports and motivates individuals on their unique route towards a responsible lifestyle in times of climate crisis. Na mysli's mission is to educate, analyze, consult, publicly speak, publish and raise awareness on sustainability, climate change, and food security. Na mysli focuses on providing information and opportunities to the public to maintain a responsible approach to the environment in the context of climate change. Na mysli has experience in providing educational workshops and lectures on environmental topics to all types of schools, ranging from maternity and primary to university level, which were held also in socially excluded localities and regions with minorities. We manage youth community of Young Ambassadors (15-35) advocating for climate action.

Recognising that children are potential future agents of change and ultimately advocates for a sustainable, inclusive, and equitable future, we take seriously the task of creating a safe space for them that encourages and motivates them to do so. Na mysli highly values the voices of children of all kinds, while acknowledging the reality of those marginalised and disadvantaged, as crucial contribution to its work and, furthermore, to the implementation of the UN Agenda 2030. In order to protect children from any potential abuse and exploitation during their involvement with project events and activities led and co-organized by Na mysli, z. ú. this Child Protection Policy has been developed.

### Definitions

*A child is anyone under 18 years old.*

*Exploitation is the abuse of a position of vulnerability or differential power.*

*Abuse involves activities that can be physical, sexual, or emotional and cause harm.*



## **Principles**

- Na mysli believes in safeguarding the rights of every child, ensuring protection from abuse or exploitation.
- Na mysli will never condone any form of child abuse or exploitation within its ranks. We take it upon ourselves to provide comprehensive guidance to all employees, volunteers, contractors, and partners regarding the expected standards of behavior and conduct when engaging with children.
- Our dedication lies in doing everything reasonably possible to keep children safe and protected.
- Matters raised under this policy will be dealt with in a confidential, fair and timely manner.
- All employees and external co-workers will be introduced to this policy and regularly updated and trained.

### **Anyone working for, with or on behalf of Na mysli must not at any time:**

- Physically harm or engage in any form of violence against children.
- Engage in any form of sexual activity with individuals under \*years of age (\*as defined by the country, not below 16), regardless of local age of consent laws.
- Behave in ways that may put a child at risk of abuse or exploitation, or participate in actions that may be abusive.
- Support or take part in any illegal, unsafe, exploitative, or abusive behaviour involving children, including the viewing of pornographic materials featuring minors.
- Act with the intention to shame, humiliate, belittle, degrade, or emotionally abuse children in any manner.

### **Everyone working for, with or on behalf of Na mysli must at all times follow the four guiding principles of the UN Convention on the Rights of the Child:**

- Right to equal treatment and protection from discrimination.
  - Priority of the best interests of the child.
  - Securing development opportunities.
  - Taking the child's wishes into account.
- (<https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-child>)

### **The participation of every child, regardless of age, sex, gender, sexual orientation, identity, disability, illness, nationality, ethnicity, socioeconomical background, political or religious beliefs, in Na mysli project activities must be:**

- Voluntary, meaningful, relevant and informative.
- Transparent and respectful.
- Gender-equal, non-discriminatory and inclusive.
- Safe and accountable.
- Following the laws in force in the Czech Republic when employing children or involving them in volunteering activities (aged 15-18) With the full knowledge of their legal guardian, whose written consent is required beforehand if such activity includes an overnight outing.



**The overarching guiding principles of project events and activities led and co-organised by Na mysli are:**

- Thoroughly assessing all implications arising from legal requirements.
- Recognizing and respecting social, cultural, and ethnic backgrounds.
- Encouraging diversity and embracing variety.
- Consideration of unique individual needs of all involved.
- Prioritizing freedom of choice and self-determination as the central objective.
- Promoting general understanding of special needs and embracing diversity.
- Fostering the development potential of each individual.
- Promoting scientific transparency, diversity, and honesty.
- Safeguarding the privacy and integrity of personal data.
- Placing strong emphasis on non-violence and conflict resolution in all our projects.

**Recruitment guidelines**

**Recruitment and onboarding include the following guidelines in the appointment process:**

- Clear job description for all posts including where short-term contracts, consultants are being recruited.
- The selection-criteria outlines the relevant experience needed if the position involves direct work with children.
- Background checks and checks of references as possible.
- Well-planned interview process to ensuring the interviewers have the relevant experience of and knowledge about child safeguarding and best practice.
- Onboarding: New employees get training on Child Protection.

**Procedure**

Whether you are witness or a victim, should you need to report any abuses based on Na mysli Child Protection Policy, please contact our coordinator of this matter via email [info@namysli.com](mailto:info@namysli.com). The guiding principle here is that the safety of the child is always the most important consideration. Na mysli will respond to all reports of actual or alleged abuses based on its Child Protection Policy, irrespective of the nature of the referral, who the allegations are about or who the referrer is.

**Communication and Media Guidelines**

All communication activities and the media presentation of project events and activities are carried out under strict consideration of the applicable legal provisions, in particular with regard to data protection and personal rights. The team of Na mysli is regularly informed of the need for the attention to the protection of personal rights and data protection and – where necessary – also formally obliged to do so. Informed consent must always be sought from children or the person responsible for them (e.g., teacher), before taking any photos, videos, or requesting personal information about children’s lives that may then be used in Na mysli materials.

**Monitoring**

Na mysli monitors and reviews its Child Protection Policy within its management structures on a regularly basis for the whole organisation.