

# Child Protection Policy

&DWHJRULHV +HDOWK DQG 6DIHW\

/DVW 0RGLILHG HSWHPEHU

5HYLHZ 'DWH HSWHPEHU

5DWLRQDOH

&KLOGUHQ KEFHNDH \$WJKDWIWRURP KDUP

3XUSR VH

7R HQVXUH WKDW HFWK HGGIWRP & DHPSOR\ IY WVERIOS HPRWL  
DEXVH DQG QHJOHF

0DQDJH PHQW ZLOO SXORJ HGWDFH S ENFVH P QHFOXIGLQJ  
ZLWK WKH 9XOQHUV \$EWH & KLRG GDUHQWKMDUH DV XS DVU  
WKHUH LV D VXVSEDIQW PVLKDW SKLODSSVU K DWRDCRSO  
HPSOR\HG

E 0DQDJH PHQW YZLW ODSBOLWF BII ZKR KD WFK HQ RGV B DWLL  
HYHU\ WkuHH \HDUV

F 6WDII ZLOO QRW ZLW KYFKW Q B UHQJXQ G HVV QHDW L Q  
3ROLF\ DUH DGKHUHG WR

G 6WDII DUH DZDUH RI DQG VHQVLWLVXU HW W KUDW SARK  
LV SDUDPRXQW DW DOO WLPV

H 7KH IROORZLQJ SERVSKO QG HGWDFH Z DFK Q DLSQ J U

f 7KH FKLOG I V SDUHQWV

f (&/& WHDFKHUV HPSOR\HG E\ WKH 8QLYHUVL

f \$SSURYHG ORQJ WHUP UHOLHYHUV

f 6WXGHQWV RQ WKH FKLOG I V \$S B B WLV F B GZE W M B

I 7KH GHVLJQ DQG OHDVXWKUH W WFK B WLV F B D Q G I V X  
WLPV

(QVXULQJ SURIHVVLRQDOLVP

D 6WDII DUH HQFRKHUHUHG R R VHLRQ D Q S DSHUWR

E 6WDII DUH QRW D Q B Z I Q G W R U Z R V D B R D W V W F D H H V L  
SRWHQWLDO FRQIOLFW RI LQWHUHV

F 3HUPLVVLRQV WR SLFN XS FKLOG IURP WKH &HQV

f \$W WKH WLPH RI V OHRJDPHJXD USDO BCRV Q QLQFOPIGQV  
)RUP WKH QDPHV RI \RVDKMR0S UD/RRV OHIF VZ KWK FDFQ  
&KDQJHV WR WKLV FDQ EH PDGH RQWLRPH EK DQKJH SR  
OHJDO JXDUGLDQ

f 3DUHQW OHJDO JKH DGZDIQVPHVQD ERDMHQWSEIRWRQL  
\HDUV ROG DQG RYVWHZKRG LRQQVWRU(HJKRQBHQRW 'HRW  
IRUP LV FROOHFWLIQ J MCKH QK WQRI QKHV SHVKHR Q KZLO  
ZULWWHQ FRQVHQQW IUBRJD0HJSDUGLDQ

G 6WDII VKRXOG EH DZBUHSRR W/WUMQJWVKVSLVH B QHRV IDEX  
DFWLQJ LQ D PDQQRUWLQDLS SRSUHWVQRQDSORRQK XRVW K  
8QLYHUVLW\

\$Q\ VWDII PHPEHUHSR WWTXXVSHFWRJQDEWV7KHQGHRSURQW F  
WR WKH 7HDP /HDGHU DQWK7DQDQDLNHLFDQ \$ RBRJWKHVRCEH N  
HDFK LQFLGHQW

5HVSRRQLQJ WR VXVSHFWHG DEXVH RU QHJOHFW

D \$OO VXVSLFLRQV RUVREUHUHSRQWRKFLGHEFIPGQWGLVKFV  
7HDP /HDGHU RU ODSQVWUEOVVBRQSUWVHSF/WWWQNHQKLRQ  
E ,I WKHUH LV FOHDVRIQDLECHQFBXRWVQFEH0ILFKHODGQDLEQV  
SODFH D PHPEHU RI WKH VWDII W

F 7KH VWDII PHPEHU FRIQFOW QZLW Z LDFEUBIG DQJG WFR QVGLHW L  
HPSOR\PHQW  
G 7KH 7HDP /HDGHU RRF X P Q J H D O Z O L Q I W R P W W H R F R P S H O D L V  
SURFHGXUH VZD W H K Q W K R E R P S O D L Q W  
H 7KH VWDII PHPEHUEFR D G M U Q H G F Z I L D O C H W K S S R H W W K U R P  
O D Z \ H U R I W K H L U R F K R L S F V L W W I D Q P S O B U R J U D P P H ( \$ 3

&RQILGHQWLDOLW\ DQG LQIRUPDWLRQ VKDULQJ

D 7KH 3ULYDF\ \$FW DQG WKH 2UDQJD & 7K L P D G U L H Q L \$ F R V X C  
3HUVRQV DQG 7K H L Q O J R Z P L Q L R H V P S F W L R Q H W H S E F K L V K O W H H C V  
DEXVH RU VXVS \$ R W M G H D E D W H G L Y H E W W E J H W K D M F W L R Q V D  
WKH 2UDQJD 7DPDULNL \$FW DQ\ S D W V E R I Q Z K R U E H V O L C L Y H  
KDUPHG SK\VLFD O O M H [ K P D O V L R Q D O O P A U J H O W F W H G D E X V G H  
UHSRUW WKH P D F W U H L N L W R U 2 W E G J D R O L K H D Q S R L S W R Y L B D  
IDLWK QR FLYLOOE Q D P L C S U R R H U H G L V F W S B D D I E Q V E U W K H P

3HUVRQV H[FOXGHG IURP WKH &HQWUH

D \$Q\ SHUVRQ ZKR XVH Q I B X H L Q F K O R G H O U X B M R O Q D J Q G H R W U H  
RSHUDWLRQ KRXUV ZLOO EH DVNHG WR OHDYH WKH &HQWUH  
E \$Q\ SHUVRQ ZKR LV H L Q W D D O K Y W L F M A N R W D F A D S R M H V W D R U F I K L C  
VWDII ZLOO EH DVNHG WR OHDYH WKH &HQWUH  
F \$Q\ SHUVRQ ZKR KDV EHHQ FRQYLFWFKG O R G U F H R Q P Z I L W O V L Q R  
DOORZHG LQWR WKH &HQWUH

3URWHFWLQJ L F K D S S U R S U L D W H P D W H U L D O

D 7HDFKHUV ZLOO Q X G S H U L Y Q L J I F R F K S X O V H U H W D R Q E Q Q X U H U Q H K V V X  
QRW H[SRVHG WR W R D Q G H O W Q V W D D S H R S O L Q D W H P D W H U L  
E 7HDFKHUV ZLOO VFUHHQ GRQDWHGW P D J D H L R I H D V Y L Q G O H E P  
VH[XDO QDWXUH DQG RU LQDSSURSULDWH

6WDII WUDLQLQJ

D 0DQDJHPPH Q W Z L O O S U R Y L G H X S W R V G D I W R Q Q I H R V S P D Q G L R Q  
UHFRJQLVLQJ WKH VLJQV RI FKLOG DEXVH  
E \$SSURSULDWH D R I Q V L F W R I Z P O R U I E R O F D W G R U X S S V D I I Z K H Q

3DUHQW VXSSRUW DQG HGXFDPWLRQ

D 7KH &HQWUH ZLOO VXSSRUW S D U H Q W S D E D I O H W L H Y H U Q L Q J K V  
H[WHUQDO ZRUNVK R S Q G F L D N R I U P Y D V L I D R Q G O R H U E U H R F H K Y D G W F  
ZKHQ DSURSULDWH  
E 7KH &HQWUH KDV D Z K R S K Q H G R R X U S E I D L Y S I D V H Q R V Y L F D L W V  
F D Q G W K H L U F K L O G U H Q D W D Q \ W L P H

'HILQLWLRQ

\$EXVHV KDUPLQJ D FKLOG

SK\VLFD00\ HJ JLYLQJ WKHP KLGLQJV  
HPRWLRQDOO\ HJLQJH00LQJRRJ WZEDPUNQJHRU UHMHFW  
VH[XDOO\ HJ LQQROYKQD WDKWRYLWLHV

1HJOHVWDL0LQJ WR\PHFDWDDQGLGEBRVSRIQDQQMWHGLW EQW KW K  
VXSHUYLVLRQ FORWKBQGHGWHR WLDPSZXS\VEUHODIDQGUH W F  
ZDUP FORWKLQJ RU KHDOWK FDUH

>6RXUFH\_0LQLVWU\ RI +HDOWK@

5HODWHG GRFXPHQWV

([FXUVLRQ 3ROLF\  
(QUROPHQW DQG ILQDQFLDO SROLF\  
6XVSHFWHG \$EXVH ,QFLGHQW 5HSRUW 6KHHW  
3URFHGXUHV IRU UDLVLQJ D FRQFHUQ  
8& &RGH RI &RQGXFV  
8& 6WDII 'LVFLSOLQDU\ 3ROLF\  
9XOQHUDEOH &KLOGUHQIV \$FW