



**Lithuanian Jewish (Litvak) Community  
CHILD PROTECTION POLICY  
2023**

**ASSOCIATION Lithuanian Jewish (Litvak) Community**  
**POLICY GUIDELINES, PRINCIPLES AND PROCEDURES**  
**ON THE PROTECTION OF CHILDREN**

The Lithuanian Jewish (Litvak) Community (LJC) confirms that it hardly protects the rights of all children, including the right to be protected from all forms of abuse, neglect, exploitation, and violence and to fully exploit their potential to be healthy and happy, as set out in the 1989 UN Convention on the Rights of the Child (UNCRC) and the Council of Europe Convention on the Protection of Children from Sexual Exploitation and Sexual Abuse (Lanzarote Convention, 2007).

The LJC takes the prevention of child abuse very seriously. The LJC understands that child abuse and misconduct with children are globally prevalent problems that need to be curbed. Therefore, these guidelines reflect the LJC's commitment to take active steps to protect children participating in community activities and events.

The LJC undertakes to make decisions and take action in accordance with the principle of the "best interests of the child".

This child protection policy document sets out a policy that regulates the conduct and methods of LJC employees in the performance of their professional duties.

The aim of this policy is to reduce the risk of child abuse and mistreatment of young people and, among other things, to properly prepare staff for youth work, as well as to identify dangerous situations early on and develop procedures that protect young people as much as possible.

The LJC shall seek to minimize the damage that may unintentionally result from the planned youth activities and shall ensure that any concerns regarding the safety of children are notified in a timely manner to the relevant authorities.

### **Principles and values**

The LJC is committed to the following values and principles, which are respected and promoted by all its employees:

- The LJC assesses and treats every person without discrimination of any kind, regardless of age, race, color, sex, language, religion, political or any other opinion, national, ethnic, or social origin, language, gender identity, or sexual orientation, property status, disability, birth, or other status.
- The LJC recognizes the right of every child to be protected from harm and abuse. The organization takes all necessary actions and measures to prevent any harm to children and to report child abuse.
- The interests of the child are always primary in the activities of our organization.
- The LJC promotes the right of children to be heard, participate, and share their views and promotes this view in its activities.
- The LJC wants to provide all the necessary advice to its employees who work in close contact with children.

## **Principles of behavior when communicating / working with children**

Each employee of the Association of Lithuanian Jewish (Litvak) Community, working and being associated with the organization, agrees and undertakes to:

1. Report any problems with the exploitation of children that they may have or suspect. Report anything if there is a non-compliance with protocol requirements in practice.
2. Inform the competent authorities of possible negative, worrying facts regarding possible violations of the child's rights.
3. In any activity involving children (under the age of 18), accurately comply with the requirements for the protection of the rights of the child, definitions, principles, and other provisions established in the documents of the European Union and National Law.
4. Communicate and treat all children and young people with equal respect, regardless of race, color, gender, language, disability, religion, political or any other opinion, nationality, ethnic or social origin, birth, or other status.
5. Provide a safe, friendly, and welcoming environment for all children, young people, and their parents.
6. Ensure the protection of the data of children participating in activities.
7. To promote children's freedom of expression.
8. To encourage children, young people, and their parents to speak openly about all the events that have a negative impact on them.
9. In no case do you use physical or other punishments on children.
10. As far as possible, ensure the participation of another adult through direct contact between the staff of the parties and the children involved in the activities of the LJC.
11. To ensure the consent of parents or their authorized representatives before their children participate in the activities of the LJC.
12. Not to use inappropriate words or language that are offensive, discriminatory, humiliating, or have a sexual connotation when speaking and communicating with or in front of children.
13. When communicating with the child, make sure that the behavior will be non-humiliating and psychologically harmless to the child.
14. Not to act sexually provocatively and/or not to include children in any sexual activity, including payment for sexual services.
15. Not to hug, kiss children in an inappropriate, unacceptable, or culturally insensitive way or in any way unpleasant and disturbing for the child.
16. Not to participate in any activity and in no way contribute to the activities or such treatment of children that is illegal or endangers the safety and well-being of the child.
17. Not to discriminate against any child and/or not to exclude one child from another, giving him more privileges.
18. When photographing or filming a child for work purposes, evaluate and observe local traditions or restrictions associated with the reproduction of a person's image.
19. Obtain the written consent of the child and his parents or legal representatives regarding the use of the photo or video material, and explain to them how the photos or videos will be used.
20. Make sure photos, movies, videos, DVDs, etc. portray the child with respect and dignity and not as a vulnerable and humble person.
21. Make sure that photos and images objectively depict the situation and facts.
22. Make sure that publications comply with child protection policies before they are made public or shared.

The LJC will provide all external co-workers and partners with a child protection policy and ask for their signature if they work with or can interact with children and young people under the age of 18.

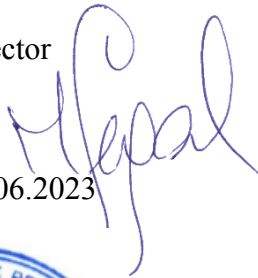
Rules and expectations will be shared with each new employee and strengthened regularly. This will be done through new training for staff, teaching children's rights, and using a comprehensive code of conduct.

Any employee who violates the code of conduct or the child protection policy on which the code is based will be evaluated on a case-by-case basis. Disciplinary measures will be taken, including termination of the employment contract / termination of professional work in the LJC and an appeal to the authorities (depending on the case).

### **Cooperation with other organizations and agencies**

1. When selecting partners, efforts will be made to take into account the history of 'child protection' of the partner organization.
2. The LJC reserves the right to conduct an information check on the partner's previous history related to the protection of children and its policy towards children.
3. The LJC will not tolerate any inappropriate communication with children.
4. The LJC must take serious action against any partner convicted of child abuse in the implementation of its projects and programs.

Executive director  
Michail Segal



Signed on 01.06.2023

