SALAMANDRA CONSTANŢA
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CHILD PROTECTION POLICY

Salamandra Sports Club

Approved by the Club's Board of Directors

Effective Date: **01.01.2025**

1. Context and Commitment

Salamandra Sports Club (SSC) believes that every child has the fundamental right to a safe environment, where they feel respected, supported, and protected. We are committed to preventing and responding promptly to any situation involving violence, abuse, neglect, or exploitation of minors. This policy is aligned with Romanian law and international child safeguarding standards.

2. Who is this policy for?

This policy applies to all individuals who interact with children within SSC activities, including:
- Athletes (minors and adults)
- Coaches, instructors, assistant trainers
- Volunteers, referees, support staff
- Administrative team
- Parents, guardians, and child companions
- External collaborators and project partners

3. Core Values and Principles

- Zero tolerance for any form of abuse
- Moral and legal duty to report any concern
- The child's best interest is the top priority
- Respect for each child’s dignity and rights, without discrimination
- Confidential and responsible handling of personal information

4. Recognized Forms of Abuse

- Physical: hitting, corporal punishment, physical violence
- Emotional: humiliation, constant criticism, intimidation, isolation
- Sexual: inappropriate touching, sexually suggestive remarks, threats or coercion
- Neglect: lack of food, medical care, supervision, or attention
- Digital/Online: cyberbullying, inappropriate content, online manipulation

5. Staff Selection, Training, and Monitoring

- Background checks (criminal record) for all coaches and employees
- Mandatory induction training on child protection
- Signing of an ethics statement and conflict of interest declaration

- Annual training and evaluation sessions
- Monitoring of behavior during interactions with children

6. Information and Education

For children:
- Workshops on personal safety, trust, and setting boundaries
- Encouragement to speak up about fears or discomfort

For parents:
- Informative sessions on risks and the protective role of the family
- Support in maintaining open communication with children

For staff:
- Recognizing signs of abuse
- Promoting positive communication and non-violent discipline

7. Reporting Mechanism

Anyone who:
- Witnesses a concerning situation,
- Receives a disclosure from a child,
- Has any suspicion or concern,

Must immediately report to the Child Protection Officer at SSC. A written, objective report is required, without personal interpretation. Cooperation with the competent authorities is mandatory.

All reports are handled seriously, promptly, and confidentially.

8. Response to Confirmed or Suspected Abuse

- Notify the Child Welfare Authority or Police
- Temporarily suspend the suspected individual from activities
- Provide psychological support to the child and family
- Prepare detailed internal documentation
- Securely archive all information and actions taken

9. Code of Conduct

Allowed and encouraged:
- Respectful and empathetic behavior
- Tailored approach to each child's needs
- Encouragement of participation and self-confidence

Strictly prohibited:

- Physical or emotional punishment
- Private meetings or communication outside club activities without parental consent
- Sexually suggestive comments or gestures
- Use or sharing of personal data without permission

10. Digital Safety

- Photos/videos of children only with written parental consent
- No publishing of personal data or child location
- Online communications are monitored and archived
- Only approved platforms/apps are used

11. Child Protection Officer – SSC

Name: **Romeo PETRE**
Email: **romeo_prof2000@yahoo.com**
Phone: **+40 786 075 822**
Role: Receives and manages reports, offers guidance, collaborates with authorities

12. Monitoring and Review

- Policy is reviewed every two years or when needed
- Anonymous feedback can be submitted by children and parents
- Board of Directors oversees implementation and prepares an annual report
- All updates are communicated transparently to club members

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