



جمعية المرأة العاملة الفلسطينية للتنمية
Palestinian Working Woman Society for Development



Palestinian Working Woman Society for Development

Child Safeguarding Policy

Introduction:

Palestinian Working Woman Society for Development- PWWSD, is committed to ensuring a safe and supportive environment for all the targeted groups who are enrolled in the various activities regardless of their nature. The organization is aware of its responsibility to protect children from all forms of harm, including physical/ mental abuse, neglect, and exploitation. This Child Protection Policy outlines PWWSD's commitment to safeguarding children and provides guidelines for preventing and responding to child protection concerns.

PWWSD is guided by the United Nations Convention on Child Rights, in its policy in dealing with children.

Scope: This policy applies to all Palestinian Working Woman Society's staff, volunteers, contractors, and anyone else involved in our programs or activities where children are present. Additionally, it applies to the partners who might receive grants from PWWSD in some specific programs.

Policy Statement:

Commitment to Child Protection: PWWSD is committed to promoting the safety, well-being, and rights of children. The Organization will take all necessary measures to prevent child abuse, neglect, exploitation, and other forms of harm.

Code of Conduct: All staff and volunteers must adhere to a code of conduct that outlines appropriate behavior when interacting with children. This includes treating children with respect, maintaining appropriate boundaries, and refraining from any form of abuse or misconduct.

Screening and Training: All individuals working with children must undergo thorough screening, including criminal background checks, before being allowed to participate in our programs or activities. Additionally, staff and volunteers will receive training on child protection policies and procedures.

Supervision and Monitoring: Adequate supervision will be provided to ensure the safety of children during all programs and activities. Staff and volunteers will be vigilant in monitoring for signs of abuse or inappropriate behavior.

Reporting and Response: Any concerns or suspicions regarding child abuse or neglect must be reported immediately to the designated Complaint officer in the organization (in the meantime, the human resources/ administrative assistant at PWWSD acts as complaint officer). PWWSD will



respond promptly to all reports of child protection concerns and will cooperate fully with any investigations.

Confidentiality: All information related to child protection concerns will be handled confidentially and shared only with individuals who have a legitimate need to know. Confidentiality will be balanced with the need to protect children from harm.

Support for Victims: PWWSd will provide support and assistance to any child who has been affected by abuse, neglect, or exploitation, including access to counseling services and referrals to appropriate agencies.

Review and Revision: This Child Protection Policy will be reviewed periodically to ensure that it remains up-to-date and effective. Any revisions will be communicated to all relevant stakeholders.

Definition of Child Abuse: In its definition of child abuse, PWWSd adopts the definition endorsed in the United Nations Convention on Child Rights where Child abuse encompasses various forms of physical, emotional, and sexual harm inflicted upon children. This includes:

Physical Abuse: Any non-accidental act that results in physical harm or injury to a child. This can include hitting, beating, shaking, burning, or any other form of physical violence.

Emotional Abuse: Psychological or emotional mistreatment of a child, including verbal abuse, threats, intimidation, rejection, or isolation. Emotional abuse can have long-lasting effects on a child's mental and emotional well-being.

Sexual Abuse: Any form of sexual exploitation or molestation involving a child, such as sexual assault, rape, incest, or coercion into sexual activities. Sexual abuse is a severe violation of a child's rights and can cause significant trauma.

Neglect: Failure to provide for a child's basic needs, including food, shelter, clothing, education, medical care, and emotional support. Neglect can be intentional or unintentional and can have serious consequences for a child's health and development.

By adopting this Child Protection Policy, PWWSd reaffirms its commitment to creating a safe and nurturing environment for children.

This policy was discussed and adopted by PWWSd's Administrative Board in its regular meeting on:

October 2021

Hanan Bannoura (Ms.)

President.

