



Child Protection Policy of Murtilla Association

Introduction

Murtilla Association is founded on the principles of equality, inclusion, and social justice. Through its work, the Association actively supports children and youth, especially those from vulnerable groups, such as children with developmental disabilities, children from low socioeconomic backgrounds, children of different cultural and linguistic identities, and all those at risk of discrimination and marginalization.

This policy is focused on protecting the rights of children and youth with whom the Association comes into contact through educational, artistic, recreational, and other social activities. Through its protection and prevention mechanisms, the Association ensures that children and youth are included in safe and supportive environments where their rights and dignity are respected.

Legal Framework and Alignment with International Standards

This policy is based on:

- The Law on the Protection of the Rights of the Child of the Republic of Croatia (NN 73/17)
- General Data Protection Regulation (GDPR)
- UN Convention on the Rights of the Child
- EU Strategy on the Rights of the Child and the European Child Guarantee
[EU Child Strategy](#)
- “Keeping Children Safe” Guidelines (2014)
[Child Safeguarding Standards](#)

Who the Policy Applies To

This policy applies to:

- All members, employees, external collaborators, volunteers, interns, consultants, ambassadors, and visitors of the Murtilla Association.

- All children and young people regardless of age, gender, gender identity, cultural background, language, religion, physical or mental ability, sexual orientation, or any other personal characteristic.

1. Principles of Child Protection

- The wellbeing of the child is always the top priority.
- Children have the right to a safe environment, free from violence, abuse, neglect, and exploitation.
- Active listening and respecting children's opinions is fundamental to all activities.
- Every team member is obliged to prevent risks and respond quickly to concerns.

2. Safe Selection and Employment

The Murtilla Association ensures careful selection of collaborators through:

- Criminal background checks for all persons working with children.
- Collection of at least two professional references.
- Mandatory training on the child protection policy.
- Signing a statement of commitment to ethical standards in working with children.

3. Code of Conduct in Working with Children

All representatives of the Association must:

- Behave respectfully, without violence, threats, or humiliation.
- Not engage in personal or intimate relationships with children.
- Not seek contact with children via personal social media profiles.
- Not record or publish photos or video materials without written consent from parents/guardians.
- Immediately report any suspicion or breach of the code.

4. Third Parties

External collaborators, lecturers, and visitors must:

- Sign a statement of agreement with the child protection policy.
- Not use photos/videos without written consent from the child's parent or guardian.
- Be under the supervision of an employee/member of the Association at all times.

5. Media and Privacy

- Every photo, video recording, or public appearance of a child requires prior written consent from the parent or legal guardian. (This rule complies with the GDPR and does not apply to public events in public spaces.)
- Personal data of the child (name, address, school, location) must not be published.
- All collected material is stored securely and is accessible only to authorized personnel.

6. Reporting Suspicions and Acting

Anyone who notices or suspects inappropriate behavior or abuse is required to:

- Immediately inform the person in charge of child protection within the Association or notify the Board.
- The obligation to report applies to everyone, without exception.
- In case of danger: the child's safety is the priority, and immediate measures must be taken (e.g., medical assistance, calling the police).
- Not investigate independently but report to the competent authorities and protect the child.
- Share testimonies and information only with those directly involved in the child's protection.

7. Confidentiality and Data Protection

- All documents containing sensitive data are marked CONFIDENTIAL.

- A child's personal data must not be shared without justified reason and prior consent.
- Communication about child protection must be secure and encrypted (e.g., emails marked "confidential," use of encrypted folders, etc.).

8. Breaches of the Policy

Any behavior contrary to this policy may result in:

- A warning, removal from activities, or termination of cooperation.
- Reporting to competent authorities if there is suspicion of a criminal offense.
- Exclusion from future programs and activities of the Association.

Monitoring and Review

- This policy is regularly monitored by the Board of the Association.
- It is updated in accordance with changes in legislation and operational needs.
- It is implemented through regular staff and partner training.

Contact

- Croatian Police, Department for Domestic Violence and Child Abuse
- Competent Social Welfare Centre
- Murtla Association's Board or Designated Child Protection Officer

Document adopted at the General Assembly of Murtla Association
Okrug Gornji, January 2025