romea
romská mediální a vzdělávací organizace

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Safeguarding Policy

Protection of children and young adults – summary

ROMEA, o. p. s. works with children and young people – above all Roma pupils and students – in the Scholarship Program for Roma students, in educational activities, in the media work of the news server Romea.cz and ROMEA TV, and in other projects. This summary describes how we protect them. The full Safeguarding Policy is available on request.

Our commitment

ROMEA is fully committed to protecting all children and young adults from all forms of violence, abuse, exploitation and neglect. We do not tolerate abuse in any form. Everyone who represents ROMEA must ensure that they never harm a child or young adult or put them at risk.

Who the policy applies to

The policy applies to the whole organization – all sections, projects and activities – and to all staff and associates: volunteers, interns, external experts, board members, partners and others who work with or for ROMEA.

A child is any person under 18 years of age (UN Convention on the Rights of the Child). Young adults are people aged 15 to 24 (UN definition), whom we consider to have particular safeguarding needs.

Key principles

- **Best interests of the child** – every decision and measure is guided by it.
- **Openness** – concerns can be raised and discussed openly.
- **Confidentiality** – concerns are handled on a need-to-know basis and records are kept securely.
- **Timeliness** – concerns are reported and answered within set time limits.
- **Participation** – we listen to children and young people and take their views seriously.
- **Accountability** – we act transparently, and if we make a mistake, we acknowledge it and put it right.

How we prevent harm

- **Safer recruitment** – clean criminal record, interview questions on child protection and background checks for positions involving work with children.
- **Code of Conduct** – signed by everyone who works with children and young adults. Team members never humiliate, touch inappropriately or start a physical or sexual relationship with a beneficiary, are never under the influence of alcohol or drugs while caring for children, and never ignore a suspected breach.
- **Training** – an induction session for all new staff and a refresher at least once a year.
- **Risk assessment** – activities involving direct contact with children are assessed and risks are reduced.
- **Safe communication** – photos and videos are published only with prior written consent, and we never disclose information that could reveal a child's identity.

How to report a concern

Anyone – a child, young person, parent, staff member or partner – can raise a concern. Staff and associates must report it immediately, within 24 hours at the latest. An initial response follows within 72 hours.

SAFEGUARDING FOCAL POINT

Kateřina Šichtová
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IMMEDIATE DANGER

Police 158 · Ambulance 155 · Emergency 112

OTHER HELP

Linka bezpečí (helpline for children) 116 111
Children's Ombudsman – www.ochrance.cz

What happens next

- We take every concern seriously and first ensure the safety of the child or young adult.
- The Safeguarding Focal Point documents the case confidentially and informs the director of ROMEA.
- Cases involving people outside ROMEA are reported to the relevant authorities (social and legal protection of children – OSPOD, police).
- Cases involving staff or associates are dealt with internally; sanctions range up to dismissal or termination of cooperation, and legal action where relevant.
- We support the child, the person who raised the concern and, where appropriate, work with parents and other professionals.

Responsibility

Zdeněk Ryšavý, director of ROMEA, is responsible for compliance with the policy. Kateřina Šichtová is the Safeguarding Focal Point. Štefan Balog, manager of the scholarship program, is responsible for monitoring. ROMEA evaluates the implementation of the policy every year.

The policy is based on the Child Protection Guidelines of the Ministry of Labour and Social Affairs of the Czech Republic, the EU Charter of Fundamental Rights and the UN Convention on the Rights of the Child.