



Annex 2.1: CHILD PROTECTION POLICY (Child Safeguarding)

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I. Profile of the organization

The Fundación Grupo Internacional de Paz y Desarrollo (International Peace and Development Group Foundation) - GIP, with N.I.T 900.285.449-0 (UNGM 453135) is a non-governmental organization that seeks to strengthen the capacities of people and communities to build peace in societies that have traditionally used violence to resolve their conflicts. Over 10 years of work, more than 120 communities have benefited, with direct work involving 13,000 children and adolescents, around 35,000 people from their protective environment, and more than 100 improved sports facilities, based on its 7P Sports for Peace Strategy implemented in 24 departments of the country, including humanitarian zones, binational border zones, indigenous communities, among others. Starting in 2016, it extended its presence to 6 territories in Mexico and one in Brazil, on the border with Colombia. This has been achieved by working together with local people and organizations, international bodies, the National Government, universities, and the private sector, in proposals that seek to positively influence peacebuilding and reconciliation from the territory and with local actors.

Thus, children and adolescents are among the main participants in the programs implemented by the organization. In this regard, this document contains the main guidelines that direct the actions and interventions of the International Peace Group to guarantee and protect their rights. The organization recognizes its duty and responsibility to ensure that all members of its organization, personnel, allies, and programs do not commit acts of violence, discrimination, exclusion, inequality, or abuse against children and adolescents nor expose them to these risks.

II. Scope of the policy

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The guidelines established in this document will have a broad scope that includes all collaborators, employees, contractors, volunteers, interns, members of the Board of Directors, and any person - regardless of their type of contractual relationship, position, or geographic location - who establishes contact with children and adolescents within the framework of the processes developed by the International Peace Group through its programs and projects.

The Policy constitutes a fundamental tool provided by the general management and is an integral part of all contracts with collaborators signed by the International Peace Group. The Administrative Directorate of the organization is responsible for socializing the Policy, and the Operations Directorate is responsible for ensuring its compliance or sanctioning its non-compliance.

III. Legal framework

The child safeguarding policy of the International Peace Group is based on the following legal provisions:

- *United Nations Convention on the Rights of the Child, November 20, 1989, and its Optional Protocols*

“The Preamble recalls the fundamental principles of the United Nations and the specific provisions of some treaties and declarations concerning human rights; reaffirms the need to provide children with special care and assistance due to their vulnerability.”

- *ILO Convention 138 of 1973, ratified in Colombia by Law 515 of 1999*

This Convention establishes the minimum age for admission to employment at 15 years, the requirements, and authorizations by competent entities to allow work. It also urges states to develop policies that ensure the abolition of child labor and progressively raise the minimum age for admission to employment, to ensure the integral development of children and adolescents.

- *ILO Convention 182, ratified in Colombia by Law 704 of 2001*

Establishes the concept of the Worst Forms of Child Labor, the prohibition, prevention, and immediate actions for attention.

- *Political Constitution of Colombia 1991*

Article 44: “The fundamental rights of children are: life, physical integrity, health, and social security, balanced diet, their name and nationality, having a family and not being separated

from it, care and love, education and culture, recreation and the free expression of their opinion. They will be protected against all forms of abandonment, physical or moral violence, kidnapping, sale, sexual abuse, labor or economic exploitation, and hazardous work. They will also enjoy the other rights enshrined in the Constitution, in the laws, and in the international treaties ratified by Colombia. The family, society, and the State have the obligation to assist and protect the child to ensure their harmonious and integral development and the full exercise of their rights. Any person may demand compliance with these rights from the competent authority and the sanction of the violators. The rights of children prevail over the rights of others.”

- *Law 1098 of 2006. Code of Childhood and Adolescence*

Article 7: Comprehensive Protection: “Comprehensive protection of children and adolescents means recognizing them as subjects of rights, guaranteeing and fulfilling these rights, preventing their threat or violation, and ensuring their immediate restoration, in line with the principle of the best interest.”

Article 8: Best Interest of the Child: “The best interest of the child means the imperative obligation of all people to ensure the integral and simultaneous satisfaction of all their Human Rights, which are universal, prevailing, and interdependent.”

- *Law 294 of 1996, Law on Prevention and Sanction of Domestic Violence*

Its purpose is to develop article 42, paragraph 5, of the Political Constitution, through a comprehensive treatment of the different modalities of violence in the family, to ensure its harmony and unity. It also establishes in its article 28 that the Colombian Institute of Family Welfare will design policies, plans, and programs to prevent and eradicate domestic violence.

- *Law 1146 of 2007*

Establishes measures for the prevention and comprehensive care of children and adolescents who are victims of sexual violence and creates the Inter-institutional Consultative Committee for the Prevention of Sexual Violence and Comprehensive Care of Children and Adolescents Victims of Sexual Abuse, where ICBF acts as the technical secretary.

- *Law 1336 of 2009: By which Law 679 of 2001, on combating exploitation, pornography, and sex tourism with children and adolescents, is added to and strengthened.*

Strengthens Law 679 of 2001, which fights against the exploitation, pornography, and sexual tourism involving children and adolescents.

Article 7: “Integrate into sensitization strategies to prevent the phenomenon of sexual tourism to ensure the articulation of these strategies with the National Plan for the Eradication of Commercial Sexual Exploitation of Children and Adolescents.”

Article 20: “International Cooperation Events. The Ministry of Foreign Affairs, in coordination with ICBF, will hold the first international cooperation event to diagnose and analyze the problem of sexual tourism and propose concrete recommendations of national, regional, or global order to combat this scourge.”

- *National Plan for Children and Adolescents 2009-2019. National Plan for Children and Adolescents 2009-2019. By which the National Plan for Children and Adolescents 2009-2019 is adopted.*

Adopted to ensure the effective exercise of rights, emphasizing the development of local and territorial public policies that guarantee rights in the areas of existence, development, citizenship, and protection.

- *Law 1620 of 2013. By which the National System for School Coexistence and Training for the Exercise of Human Rights, Education for Sexuality, and Prevention and Mitigation of School Violence is created*

Creates the National System of School Coexistence and Training for the Exercise of Human Rights, Education for Sexuality, and the Prevention and Mitigation of School Violence.

Its objective is to contribute to the formation of active citizens who contribute to building a democratic, participatory, pluralistic, and intercultural society, in accordance with the constitutional mandate and the General Education Law - Law 115 of 1994 - by creating the National System of School Coexistence and Training for Human Rights, Education for Sexuality, and the Prevention and Mitigation of School Violence, promoting and strengthening civic education and the exercise of human, sexual, and reproductive rights of students at preschool, basic, and middle education levels, preventing and mitigating school violence and adolescent pregnancy.

- *Law 1346 of 2009, by which the 'Convention on the Rights of Persons with Disabilities', adopted by the United Nations General Assembly on December 13, 2006, is approved.*

Article 7: Children with Disabilities: “States Parties shall take all necessary measures to ensure that all children with disabilities enjoy all human rights and fundamental freedoms on an equal basis with other children.”

IV. Key Concepts

NNAJ: This abbreviation refers to children, adolescents, and young people.

Differential Attention: Attention that takes into account aspects of vulnerability of a specific population, in this case, children, adolescents, and young people, and based on these characteristics that differentiate them from the rest of the population, provides coherent and effective attention.

Risk: Refers to any action or situation that increases the exposure of NNAJ to suffering any type of harm whether physical, mental, social, emotional, or psychological that affects their personal or collective integrity.

Prevention: Refers to all types of measures contemplated before each intervention to face any difficulty that may arise before, during, and after the development of the 7P strategy, avoiding putting the safety of NNAJ at risk.

Co-responsibility: Refers to the development of actions aimed at sharing responsibility, being aware of the impact of each of the actions on the integral development of NNAJ.

Vulnerability: The diminished capacity of a person or group of people to anticipate, cope with, resist, and recover from the effects of a natural or human-made hazard.

Child Abuse (violation): The Plan International Foundation in 2009 stipulates that “child abuse is defined as any form of physical abuse, emotional maltreatment, sexual abuse and exploitation, abandonment or negligent treatment, commercial exploitation, or any other type of exploitation of a child that results in actual or potential harm to the child’s health, survival, development, or dignity. It may be a deliberate act or the result of lack of action or prevention of harm. Child abuse consists of anything that individuals, institutions, or processes do or fail to do, intentionally or otherwise, that causes harm or damages the prospects of a healthy and sound development into adulthood.”

The following forms of abuse are recognized:

- **Psychological:** This involves insults, swear words, contempt, mockery, and threats aimed at making children feel bad.
- **Physical:** This includes hitting with hands, cables, belts, slippers, sticks, pinches, slaps, punches, and other objects.
- **Sexual Abuse:** The World Health Organization defines sexual violence as "any sexual act, attempt to obtain a sexual act, unwanted sexual comments or advances,

or actions to traffic or otherwise exploit a person's sexuality using coercion by another person, regardless of their relationship to the victim, in any setting, including home and workplace."

- *Neglect or Abandonment*: This occurs when parents or caregivers do not meet the basic needs of children, such as food and hygiene, or do not show them affection.
- *During Pregnancy*: This happens when a pregnant mother is mistreated with physical violence or harsh words, or when the child is rejected by the mother before birth.

V. Selection Criteria for Employees, Contractors, Volunteers, Interns, and Coaches:

The International Peace Group conducts a thorough evaluation of the background, professional, and academic history of its collaborators through their resumes, references, criminal records, and interviews conducted by psychologists. This information must demonstrate their suitability, knowledge, and skills in community social work and educational processes with children and youth.

Once linked to the organization, the professional must submit monthly management reports. Annual performance evaluations (both horizontal and vertical) will be conducted, in addition to maintaining constant communication with professionals at the main office in Medellín. Additionally, the organization conducts diagnosis and monitoring with communities in the targeted areas, in which the professional performance of the trainers is evaluated, focusing on the suitability of their work with children and adolescents. The following outlines GIP's selection procedure within the framework of its child safeguarding policy:

1. Background Check Process

Responsible: Administrative Area.

A background check process will be carried out prior to hiring. If any anomalies are found that could indicate forms of rights violations against children and adolescents (NNAJ), the candidate or volunteer will be rejected from the hiring process. In such cases, a written report on the findings will be made, and the organization and relevant authorities will be notified if the situation warrants it. For trainers, the organization will request three references from the community to confirm their suitability, good conduct, and positive interactions with the children and adolescents in the area.



2. Hiring and Engagement Process with the Organization

Responsible: Administrative Area.

The hiring process, including the interview and technical tests, must be conducted in accordance with the organization's internal procedures. Additionally, before establishing any contractual relationship with a candidate, the organization must certify that this document has been provided as an annex to the terms of reference. Note: All contracts must include a clause for the protection and safeguarding of children and adolescents (NNAJ).



3. Signing the Contract

Responsible: Administrative Area.

Along with the contract, the candidate must sign a certificate of reading, understanding, and compliance with the procedures contained herein.

VI. Code of Conduct (Declaration)

The International Peace Group categorically rejects, sanctions, and takes strict measures against individuals or collaborators who engage in acts of violence and discrimination and commits to the protection and prevention of all forms of violence against this population.

In accordance with the above, I declare the following:

1. I will treat children and young people with respect, dignity, and integrity, recognizing their rights and prioritizing their interests and well-being regardless of race, sex, age, gender, sexual orientation, nationality, religion, disability, socio-economic status, etc.
2. I commit to maintaining and ensuring a safe environment for children and young people where sexual abuse and exploitation are avoided.
3. I commit to informing children and young people about their rights and protection mechanisms.
4. I will comply with all national and international norms and standards regarding child



labor. I refrain from using children and young people for domestic or other types of work that are harmful to their age, interfere with their education and recreational activities, and endanger their integrity and personal safety.

5. I will respect the privacy and confidentiality of children and young people participating in International Peace Group programs. Accordingly, I commit to never request, accept, share, or disclose personal contact information (email, social media, phone number) of any child or young person, except when such information is authorized by parents and the International Peace Group.
6. I will ensure that, in the case of documenting official visits to targeted territories and the development of International Peace Group projects and strategies through photographs or videos, I will seek permission from children and young people, including their parents and guardians, regarding the use and purpose of such images. I commit to ensuring that the images will not have negative effects on their dignity and privacy.
7. I commit to promptly informing, responding, and cooperating in any suspicion, situation, or investigation of actual or potential abuse within the International Peace Group.
8. In the event that any child or young person requires or needs psychosocial protection or support, I commit to responding effectively and coordinating with competent entities in the field to provide effective responses and offer effective care.
9. I commit to not sexually abusing or exploiting any child or young person.
10. I commit to not using physical punishment towards any child or young person.
11. I will not use inappropriate, offensive, and/or degrading language or behaviors (holding, kissing, caressing, hugging, hitting, humiliating, belittling, etc.) towards children and young people.
12. I will not use electronic devices (computers, cell phones, video cameras) to view, create, download, access, harass, exploit, intimidate, or distribute child pornography.

VII. Participation, dissemination of images of children and adolescents in organization activities, programs, and strategies

- Taking close-up photos and audiovisual material of adolescents must be consulted and

consented to by them. In the case of boys and girls, the capture and use of this kind of material must be consulted with parents or legal guardians.

- Photos and audiovisual materials may not display children and adolescents in an undignified manner or in a way that compromises their integrity or rights. All photos and graphic materials shared on the organization's media must comply with these criteria.
- All stories and audiovisual content shared through the organization's networks must have the express authorization of their protagonists and parents (or legal guardians).
- All contact details of children, adolescents, and their family-guardians are confidential. Their dissemination is strictly prohibited, and their internal handling outside the purposes for which they were collected-shared must have prior authorization from the person responsible for this policy.

VIII. Disciplinary Sanctions

In the event that any member or collaborator of GIP engages in abuse, violence, violation of children's rights, and sexual exploitation of children and adolescents, and fails to comply with the principles and rules set forth in this policy, they will incur acts of serious misconduct. It is important to mention that sanctions will be determined by the General Directorate of the Organization depending on the severity of each case. Consequently, the following disciplinary sanctions will be applied without prejudice to the relevant institutional and legal actions:

- Warning Memorandum:

Formal communication of non-compliance with obligations in accordance with the principles and procedures set forth in this document. The notification of the warning sanction procedure must be in writing, and it must include:

- Date and facts.
- The person who acknowledges receipt or signs as being informed of the communication.

The following aspects must be taken into account:

- Facts that motivate the sanction or warning.
 - Consequences.
- Opening of disciplinary proceedings:

The corresponding disciplinary proceedings will be initiated, and the reasons for the sanction will be justified.



- Temporary Suspension Memorandum:

Depending on the severity of the circumstances, the employee, volunteer, or collaborator may receive a warning letter ranging from two to sixty days, with the possibility of initiating the corresponding disciplinary dismissal. The measure of suspension from employment and salary is one of the most serious and must necessarily be carried out through the corresponding disciplinary proceedings.

- Termination of the contract due to non-compliance or as grounds for dismissal:

In the event that the affiliation with the organization is through a contract, definitive termination will occur, considering the following aspects:

- Collection of evidence demonstrating the infraction
- Notification to the employee through a dismissal letter, clearly indicating the causes and reasons for the dismissal.
- Settlement of the contract.