

## CHILD PROTECTION POLICY

All activities of Moveit are implemented according to the human rights and children's rights values and principles, the respect of which is always a matter of special focus and explicit attention. Acknowledging that the undoubtable weight and sensitivity of this topic requires additional measures that would guarantee that children's rights are highly respected and protected in its work, Moveit has developed this Child Protection Policy which is binding for all members, employees, volunteers and external partners of the organization and its implementation is guaranteed by the Board, the Director and the Partners' Assembly.

Following this general framework, Moveit has defined specific rules and procedures, as well as a monitoring body, in order to achieve maximum level of children's rights protection and limitation, provision and prevention of any risks related to that matter.

These rules and procedures are presented in detail in the following table:

<b>A. General Principles</b> <i>These principles reflect the values of Moveit that shall govern any entity or individual in the occasion of their work with children:</i>	
<b>The Right to the Highest Attainable Standard of Health</b>	<i>As defined in Art. 12 of the Covenant and the General Comment No. 14 of the UN Committee on Economic, Social and Cultural Rights (CESCR)</i>
<b>Participation</b>	<i>The active involvement of children and the undertaking of responsibilities and tasks strengthens their sense of self-respect and confidence, as well as provides them with a sense of responsibility and accomplishment, all of which are immensely critical for building stable and independent personalities.</i>
<b>Voluntariness</b>	<i>Children shall participate in any activity on their own free will and shall not be forced to any action.</i>
<b>Non-discrimination</b>	<i>Sex, ethnic, racial or religious affiliation, beliefs, sexual orientation, family background, economic status or other personal qualities shall affect the children's right to enjoy inclusion and participation.</i>
<b>Comprehensive Approach</b>	<i>Each child shall be guaranteed equal access to health and social care, education and support</i>

	<i>mechanisms, as the basis for their mental and physical development.</i>
<b>Solidarity, empathy and humanity</b>	<i>Children as vulnerable human beings shall be treated with solidarity, empathy and humanity, and participate in relationships of trust and mutual support.</i>
<b>Social responsibility</b>	<i>Each action performed by any entity or individual in the framework of MoveIt shall be governed by the best interest of the children and their families.</i>
<b>B. Prohibited actions</b> <i>The following actions shall never be performed by any entity or individual in the framework of MoveIt's work with children:</i>	
<b>Physical, psychological or sexual abuse</b>	<i>Any kind of abuse of children, in any form, under any circumstances, to any extent and for any reason, including disciplinary reasons.</i>
<b>Exploitation</b>	<i>Taking advantage or presuming upon children using their emotional vulnerability, sensitivity, fear, lack of knowledge, physical weakness or the power of adult authority is absolutely prohibited.</i>
<b>Risk of maltreatment</b>	<i>Any occasion that could possibly provide any space for children's maltreatment or abuse or could involve any risk for their emotional, mental and physical health, must be avoided.</i>
<b>Discrimination</b>	<i>Any discriminatory behavior against children or occasions of favoring certain children in relation to others must be avoided.</i>
<b>Illegal actions</b>	<i>Any illegal action or behavior against children regardless of the severity of its consequences must be banned.</i>
<b>Sexual provocation</b>	<i>Any action or behavior, including physical actions and written/oral comments, that could embarrass, degrade, underestimate or cause harm to children or lead to any form of physical or emotional abuse on the basis of sexual provocation is prohibited.</i>
<b>Non-consensual activity</b>	<i>No activity involving children can be performed without the explicit consent of their caretakers, guardians or parents, including their permission for the collection and processing of their personal data, photos, videos, images etc.</i>

### C. General guidelines and instructions

*The following guidelines shall be followed by any entity or individual in their interaction with children in the framework of MoveIt's work:*

<b>Safety of the environment</b>	<i>Ensure that the environment where the activity is performed is safe and hides no risks for physical injuries (ex. obstacles, height, uneven terrain, electricity etc.)</i>
<b>Emergency provisions</b>	<i>Ensure that there is a specific emergency plan including an emergency device (phone or any other device, internet connection, stable connection), emergency phone numbers (closest hospital, clinic), first aid kit</i>
<b>Supervision</b>	<i>Ensure that no child is unsupervised by an adult – part of the team or family member or member appointed by the family. Supervisors must not be strangers and their ID must be verified. No child shall remain alone with an adult for an extended period of time, unless a second adult individual is also present.</i>
<b>Drivers</b>	<i>In the occasion of an activity that requires transportation with private cars or in cases where children must be lifted home, drivers must be appointed by MoveIt and meet all the requirements: appropriate and valid driver's license, good physical and mental condition, experience in driving. Also, seatbelts must be put on in all cases.</i>
<b>Informing parents</b>	<i>Parents must be informed in advance for any activity or specificity related to their children and explicit consent shall be requested from them. Also, they must be informed immediately in case of any incident that affects or involves their children.</i>
<b>Selection of assistants/workers</b>	<i>All individuals involved in any work with children shall be carefully selected, according to the following minimum provisions:</i> <ul style="list-style-type: none"> <li>☐ <i>Identification through official and valid documents</i></li> <li>☐ <i>Personal interview</i></li> </ul>

	<p>☐ <i>References</i></p> <ul style="list-style-type: none"> <li>☐ <i>Criminal record check</i></li> <li>☐ <i>Probationary period of 2 months</i></li> <li>☐ <i>Training on the CPP and the defined procedures for child protection</i></li> <li>☐ <i>Guidance and supervision of the implementation of the CPP</i></li> </ul>
<p><b>D. Child Protection Officer (CPO)</b></p> <p><i>The position of the CPO is created in order to improve and strengthen the monitoring process of the implementation of the CPP, in an effort to ensure that it is constantly and precisely followed and respected by all members, employees, volunteers and external partners of the organization, so that high levels of collegial and constructive behavior is respected.</i></p>	
<b>Appointment of CPO</b>	<i>The CPO is appointed by the Board.</i>
<b>Mandate</b>	<i>The mandate of the CPO is two (2) years, with a possibility of extension.</i>
<b>Tasks and responsibilities</b>	<p><i>The CPO is responsible for:</i></p> <ul style="list-style-type: none"> <li>☐ <i>Informing everyone involved in the work and activities of MoveIt about the existence of the Child Protection Policy, explaining its content and providing support in its active implementation;</i></li> <li>☐ <i>Monitoring the implementation of the Child Protection Policy and its general and specific provisions;</i></li> <li>☐ <i>Supervising the work of all third parties involved in the work and activities of MoveIt, including members, employees, volunteers and external partners of the organization;</i></li> <li>☐ <i>Serving as the initial contact point in case of child protection issues, informing the Board accordingly and asking for the intervention of relevant authorities if required.</i></li> <li>☐ <i>Reporting any incident of breaching the provisions of this CPP.</i></li> </ul>

	<p>☐ Providing feedback and recommendations for possible improvements of this CPP.</p>
<b>Supervision of the CPO</b>	<p>The work and the performance of the CPO is monitored and evaluated by Partners' Assembly and the Director of the organization.</p>
<b>Evaluation &amp; Replacement</b>	<p>In order to ensure maximum safety, high quality and consistency in the implementation of the CPP, as well as the efficiency of the CPO's and their general performance under this role, their work will be annually evaluated, while the Board preserves the right to replace them in case any low performance or misconduct is detected.</p>
<p><b>E. Reporting procedures</b>  <b>In case of any incident that violates or puts in danger any of the provisions of this document, the following reporting procedure shall be followed:</b></p>	
<b>STEP 1</b>	<p>The incident should be reported to the CPO, who serves as the initial contact point in such cases. However, any individual who is involved or witnesses such an incident, may also report it by contacting directly the organization via email (<a href="mailto:info@moveit-org.com">info@moveit-org.com</a>), phone (+30 6944 95 07 97) or any other means.</p>
<b>STEP 2</b>	<p>The CPO is responsible to keep apart all individuals involved in the incident immediately and if not possible, minimize the interaction between them.</p>
<b>STEP 3</b>	<p>The CPO collects as many details as possible by the individuals who report the incident (people involved, time, place, specific circumstances, proof or evidence of the incident, possible witnesses etc.). This process should be conducted in the least time possible and all information shall be kept in writing. In case immediate action must be taken to prevent/mitigate risks, the CPO may skip this step completely.</p>
<b>STEP 4</b>	<p>The CPO informs the Board of the incident either by submitting a detailed report or (in case Step 3 was skipped) by any available means, even orally.</p>

<b>STEP 5</b>	<i>The Board calls for an Extraordinary Meeting in order to review the incident and take decisions for action, including the intervention of relevant authorities, if required. A hearing of all actors involved in the incident may occur, if necessary. The meeting should be held within 2 working days after being informed about the incident, at the latest.</i>
<b>STEP 6</b>	<i>In case the Board (or the authorities) indeed decide that a CPP breach has occurred, all necessary actions should be taken, not only to compensate the victim(s), but also to reprimand the offender(s), as well as to impose any necessary punishment as required by law or the Statute.</i>
<b>STEP 7</b>	<i>After resolving the issue, the Board calls for an additional Meeting in order to evaluate the incident and proceed with any amendments in the CPP in order to prevent similar incidents in the future. The CPO is invited in this evaluation meeting, in order to offer their feedback and recommendations on the matter.</i>
<b>Children are a vulnerable group and their rights shall be protected under any circumstances and at any cost. They should be treated with honesty and respect; their claims should be taken seriously and they should receive immediate support. Therefore, Moveit supports the following four (4) rules:</b>	
<b>TRUST</b> <i>the child and win their trust</i>	<i>It is the fundamental element of an honest and respectful relationship that allows the people involved to share, support and help each other.</i>
<b>BELIEVE</b> <i>in them and their truth</i>	<i>Never overlook a child's claim, even when on first glimpse might seem unimportant, false or minor. Report it and let the people in charge to evaluate it.</i>
<b>SUPPORT</b> <i>their needs</i>	<i>Provide assistance, guidance and support to the child even when they do not explicitly ask for it. Listen and feel their needs, in order to create a safe environment for them to develop as individuals.</i>
<b>REPORT</b> <i>everything immediately</i>	<i>Time is precious and can often become the best ally to prevent or counter any unfortunate incident</i>

	with the least possible consequences. Don't waste it!
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*\* This Child Protection Policy was **adopted** by the Board and the Partner's Assembly on **08.12.2021** and **revised** on **31.01.2023** and **10.01.2025** It is binding for any entity or individual participating or anyhow involved in the work of MoveIt. The document shall be revised every two (2) years, following the end of the mandate of the CPO.*

*The member of MoveIt Mr. **Christos Papadimitriou** is appointed as **Child Protection Officer** for a 2-year mandate **starting on 10.1.2025 and ending on 09.01.2027.***

On behalf of the Board  
The president



Alkistis Giogiou