



Approved by the Chairman of the Board
Charitable organization
“Charity Fund “EDUKIDS”
Order No. 37 dated December 02, 2024

CHILD SAFETY AND PROTECTION POLICY
of the Charitable Organization “Charity Fund “EDUKIDS”

NEW EDITION

2024

EDUKIDS

CONTENTS

- 1. About the Charitable Organization “Charity Fund “EDUKIDS”**
- 2. Basic terms and definitions.**
- 3. The purpose, basic principles and values of the Fund in working with children.**
- 4. Application, necessity of the Policy and responsibility for compliance with its principles.**
- 5. Ensuring the participation of children.**
- 6. Code of Ethical Conduct of the Fund for the Protection of Children's Rights.**
- 7. Prevention of violations of the Policy and abuse of children.**
- 8. Reporting violations of children's rights or unfair treatment of children.**
- 9. Reporting suspicions of abuse by employees of the Fund.**
- 10. Basic contact information.**

1. About the Charitable Organization “Charity Fund “EDUKIDS”

1.1. Charitable Organization “Charity Fund “EDUKIDS” (hereinafter referred to as the Fund) is a non-profit organization based in Kyiv, whose activities since 2010 have been related to cooperation with and support of children, popularization of education, in particular out-of-school education, as well as promotion of active development of the system of protection of children's rights throughout Ukraine. The main areas of our work are: children's education; protection of children's rights and their participation in state-building processes; mental health and well-being through art therapy.

1.2. The Fund is a member of Eurochild, a European network of more than 190 organizations and individuals from 33 countries. The network works with children and for children, has a special consultative status with the UN Economic and Social Council, is represented in the Committee of Experts of the Council of Europe and actively cooperates with the European Commission and UNICEF.

1.3. In addition to its main activities, the Fund has initiated a project of art therapy and art education accessible to everyone - Art4kids charity.

1.4. The Fund is also creating the National Eurochild Platform in Ukraine - Ukrainian Kid's Rights Platform to ensure a high level of representation and protection of children's rights.

1.5. The mission of the Fund is to protect and support the well-being of children throughout Ukraine.

1.6. The Fund's vision is to increase the level of children's involvement in state-building processes, to promote the broad development of their potential by raising the level of education and popularizing art.

1.7. The Fund believes that child protection is crucial to ensure that children under the age of 18 have the rights, information and space to express their views and communicate effectively with other children and adults. Children can only become agents of improvement in their lives and the lives of their families when they are protected from discrimination and any physical, sexual or emotional harm, as well as neglect. The Fund is convinced that safety is a key factor in the successful development of children and young people, the formation of their dreams and opportunities for their realization.

1.8. In its understanding of the rights of the child, the Fund is based on the Convention on the Rights of the Child, adopted on November 20, 1989 by the UN General Assembly.

2. Basic terms and definitions.

2.1. The main terms and definitions specified in this Policy are:

Child - in accordance with the UN Convention on the Rights of the Child (1989), any person under the age of 18. A person has the legal status of a child until he or she reaches the age of majority.

Legal representative of the child is the child's parents or legal guardians; for the purposes of this Policy, the legal representative of the child is also the foster parent;

Employees (team) of the Fund - each person hired by the Fund in accordance with the current labor legislation of Ukraine.

Employees of the Fund - a person who performs tasks for the Fund on the basis of other agreements (volunteers, interns, consultants, etc.).

The Board - persons authorized to make decisions on the activities of the Fund in accordance with the Charter and to represent its interests, headed by the Chairman of the Board.

Responsible person is a person appointed by the order of the Chairman of the Board of the Fund upon the recommendation of the members of the Fund as the person responsible for compliance with the rules and values of this Policy and its revision, if necessary.

Child's rights means a system of opportunities necessary for the comprehensive development of a child in accordance with his/her age and environmental conditions, taking into account his/her immaturity.

Confidential information is data that is not publicly available and has value for privacy protection. It includes personal information and confidential documents. The transfer of such information is allowed only if it is reasonably necessary for the performance of certain duties.

Website - the official website of the Fund at www.edukids.ua

Consent of the child's parents means the consent of at least one of the child's parents/legal guardians. In case of a dispute, it is resolved by a family court.

Violence - physical or mental abuse, neglect, sexual or emotional abuse, exploitation that harms the health, dignity or development of a child, including risks via the Internet or social networks.

Child protection - a system of measures and standards aimed at preventing both intentional and unintentional harm to children, creating conditions that guarantee the safety, support and care of children.

A child protection policy is a statement of intent that demonstrates a commitment to protecting children from violence and explains what is needed to protect children. It helps to create a safe and positive environment for the child and to show that the caregiver is serious and responsible about their duty of care.

A beneficiary is a recipient of charitable assistance from the Fund to achieve the latter's statutory goals.

3. Purpose, basic principles and values of the Fund in working with children.

3.1. In its work, the Fund strives to create a safe environment in which no child participating in our projects is subjected to any kind of violence. This Policy is aimed at ensuring that no employee, staff member, volunteer, partner of the Fund or other persons involved by the Fund may engage in behavior that may lead to abuse and take actions that may be perceived by children, their families or other adults as containing manifestations of and/or resulting in abuse.

3.2. The basic principles and values when working with children are:

- complete rejection of exposing a child to any form of violence or abuse;
- all children, regardless of gender, race, place of residence or ethnicity, social or economic status, physical or mental disability, social identity, are entitled to equal protection from all forms of harm or abuse in accordance with Article 19 of the UN Convention on the Rights of the Child. Inequality, exclusion and discrimination are unacceptable.
- full manifestation of tolerance by the Fund's employees or staff, volunteers and involved professionals to any individual needs of the child, peculiarities of his/her behavior, feelings, thoughts, ideas.
- Bearing responsibility for informing and strengthening children's positions so that they can better realize their rights to protection. When working directly with children, the responsible person in the Fund should make sure that they understand the essence of this Policy, our involvement in protection and the means by which they can report violations of its principles. Complaints about violations of this Policy should be sent to the responsible person or the Chairman of the Board of the Fund immediately by e-mail to edukids.kyiv@gmail.com or by phone to +38 096 164 66 94.

- support and encourage children to realize their potential. Decisions affecting children shall be made, to the extent possible, with their participation and in their best interests, taking full account of how such decisions will affect them. Children are encouraged to express their views freely, in accordance with their age and maturity.
- Respecting the child's relationship with his or her parents/legal guardians or other family members and other adults who are important to the child;
- practice of reliable systems and procedures for protecting children from violence or inappropriate treatment;
- confidentiality of information about children should be ensured at all stages of work with them; ensuring the inadmissibility of unlawful use of personal information about a child or his/her parents/legal representatives;
- supporting the Fund's employees in fulfilling their duties and requirements in the context of this Policy, as well as in how they can work in a way that enhances the safety and protection of children with whom the Fund comes into contact.

4. Applicability, necessity of the Policy and responsibility for compliance with its principles.

4.1 This Policy has been developed as a source of information and reference material, as well as a set of standards and a code of conduct for all employees, staff, interns, consultants, volunteers and any other persons working directly or indirectly with children within the Fund or its individual projects. It is publicly available on the Fund's website and can be viewed by any other stakeholders not listed above.

4.2. The Child Protection Safety Policy is required for all organizations and professionals working with children to ensure their safety.

4.3. General reasons for the need to implement a Child Safety and Protection Policy by organizations working with children:

- The organization must ensure that all activities, programs and projects are safe for children and that its staff are not at risk.
- Children, especially vulnerable children, can be victims of violence, exploitation, or abuse. A protection policy reduces these risks and helps to create a safe environment.
- The absence of a policy leaves an organization vulnerable to allegations that can damage its reputation, affect funding, and undermine trust in the child protection sector/

4.4. The Chairman of the Board of the Fund is responsible for ensuring that all employees and staff of the Fund are familiarized with this Policy and undertake to comply with it before performing their duties or any tasks related to the activities of the Fund or its individual projects by signing the relevant document - Obligation of the Fund's employee and persons involved in the implementation of projects to familiarize themselves with the Child Safety and Protection Policy and to comply with the Fund's Code of Ethics for the Protection of Children's Rights (Annex 1). This also applies to individuals who cooperate with the Fund, in particular those who cooperate on the basis of civil law contracts, including subcontractors engaged by the Fund to carry out any activities on its behalf or for its benefit, as well as volunteers. Therefore, this Policy applies to:

- all Fund employees, consultants, contractors and volunteers and those who carry out their activities on behalf of the Fund;
- representatives of partner organizations and grantors;
- All those who receive services or assistance from the Fund;

- media representatives.

4.5. If an employee or associate violates the provisions of this Policy, the Chairman of the Board of the Fund shall respond to the situation appropriately, including, but not limited to, the right to take disciplinary measures against employees, hold employees accountable or immediately terminate the contract.

4.6. All children participating in the Fund's programs and their parents or legal representatives shall also familiarize themselves with this Policy by viewing it on the Fund's Website.

4.7. All hired or engaged consultants related to the Fund and persons carrying out activities on behalf of the Fund shall comply with this Policy and take into account its provisions when designing programs, events and projects.

4.8. The Fund's Board personally or a responsible person is responsible for monitoring the implementation of the Policy, responding to signals of violations of the Policy and maintaining a register of notifications, as well as for making proposals for amendments to the Policy. The person responsible for the Policy, in cooperation with the Board of the Fund, shall review the Fund's Policy once every two years or more often, if necessary. Any amendments to the Policy shall be communicated by the person responsible for the Policy to all employees and officers of the Fund by notifying them of the publication of this Policy on the Fund's Website.

5. Ensuring the participation of children.

5.1. The Fund promotes the empowerment of children by informing them about their rights and creating a safe environment for their realization.

5.2. Particular attention is paid to the implementation of child participation in accordance with eight key principles:

- Children participate in the Fund's projects voluntarily and on their own initiative, understanding the purpose and significance of their role.
- Children's statements are taken seriously by the Fund's staff and employees, and their rights and dignity are respected.
- Children's participation is in line with their interests and real needs. The topics discussed with children are relevant.
- The conditions of participation are favorable and comfortable for children, and a child-friendly environment is maintained.
- Inclusiveness. Children are involved, regardless of their age, gender, social status or physical abilities. Support through training. Children receive the necessary information and skills to participate effectively.
- Safety and risk management. Children are protected during participation, with attention to potential threats.
- Accountability. The organization ensures that children's views are taken into account and that the results of their participation are transparent.

6. Code of Ethical Conduct of the Fund for the Protection of Children's Rights.

6.1. The main principles of the Fund's Code of Ethical Conduct ensure that all actions aimed at protecting children meet the highest standards of ethics and morality. The Code of Ethical Conduct is the basis of the Fund's activities, which ensures a responsible attitude to each child and the prevention of any form of negative impact on them.

6.2. Among the main principles of the Code, the Fund emphasizes the following:

Respect for the rights and dignity of the child. Every child has the right to respect for his or her personality, regardless of age, origin or other characteristics. The Fund ensures that all actions in relation to the child are carried out with care for his or her dignity and safety. Each employee and staff member of the Fund guarantees full respect for the opinions and beliefs of children.

Ensuring personal space and confidentiality. The Fund takes into account the child's need for privacy and takes measures to protect his/her personal information from unauthorized access.

Actions in the best interests of the child. All decisions are made based on the best interests of the child. The child's opinion is taken into account in accordance with his/her age and level of maturity.

Preventing risks. The Fund actively identifies potential threats to the child, promptly responds to cases of abuse and takes measures to eliminate them. For this purpose, clear mechanisms have been developed for all employees of the Fund to act, and the Chairman of the Board or a responsible person to respond in a timely manner and, if necessary, to seek help and assistance from the competent authorities.

Developing self-confidence. The Fund's employees help children to develop confidence in their abilities by helping them to understand and defend their rights. For this purpose, the entire team of the Fund does everything possible within its competence to make children feel free to communicate all the experiences and, possibly, fears that bother them or that they would like to change, to explain the need for certain actions in relation to themselves.

6.3. Unacceptable behavior of the employee or employee of the Fund:

Abuse, humiliation and discrimination. Any form of behavior that may harm the physical or psychological condition of a child, humiliate his/her dignity or create unequal conditions is prohibited.

Violence. The Fund strictly prohibits physical or psychological violence against children in any form, including verbal abuse or moral pressure.

Violation of confidentiality. Disclosure of personal information about a child without the consent of the parents or legal guardians is a serious violation of ethical standards or the law.

7. Preventing violations of the Policy and child abuse.

7.1. Design of the Fund's activities. The Fund strives to ensure that all its activities are planned and implemented with respect for the dignity of children and ensuring their safety and therefore undertakes to

- Assess needs and create projects, ensuring that all participants comply with the Protection Policy.
- Identify risks of misconduct or other injustice or child abuse during planning and develop strategies to address them.
- Monitor the implementation of the Protection Policy during project implementation and take action when threats or violations are identified.
- Ensure safe conditions for all Fund events involving children.
- Ensure the participation of trained adults to supervise children during events. In the case of children with disabilities or special educational needs, involve specialists who have appropriate training and are able to provide support.

7.2. Have a child protection coordinator. The Fund may authorize such a person to ensure the implementation of child protection policies in the projects it implements. Such a coordinator may be either the Chairman of the Board of the Fund or, if available, a person appointed to this position or

engaged in work under another contract, by issuing a corresponding order by the Chairman of the Board of the Fund. This position requires the employee to undergo training courses. His/her responsibilities include:

- informing employees and consultants about this Policy and ensuring that they sign the relevant familiarization document (Appendix No. 1). If necessary, organizing a meeting for new employees to familiarize them with the Fund's rules.
- responding to complaints about violations of the policy, consulting with specialists and reporting cases of violence or crimes against children to the relevant authorities.
- Providing the necessary educational activities, seminars, trainings for the Fund's team to improve their awareness in the field of child protection.
- keeping documentation on child protection and updating this Policy as necessary.

7.3. Staff recruitment and training. Staff recruitment is carried out in accordance with the principles of safe recruitment. The Fund adheres to the rules of safe recruitment for staff, partners, contractors and volunteers who may interact with children or have a risk of such contacts. The policy takes into account legislation, ethical norms and best practices to ensure compliance with child safety and protection standards.

7.3.1. Identity verification. This helps to reduce the risk of fraud and abuse in recruitment. Identity verification may include: verification of documents (passport, tax number, etc.), comparison of a photo with official documents. If necessary, the Fund may conduct additional checks that do not contradict the law.

7.3.2. Verification of qualifications and experience. This check allows to determine whether the candidate has the necessary knowledge, skills and experience to effectively perform his/her duties. The verification includes: data on education (confirmation of diplomas, degrees or certificates), information on experience (assessment of previous duties, length of service and achievements), and additional documents (availability of special certificates, licenses or other documents) may also be required.

7.3.3 Criminal background check. This check is aimed at reducing risks to the safety of children, protecting employees and the interests of the Fund. It may include: checking the search database of the Ministry of Internal Affairs of Ukraine and/or checking the Unified State Register of Court Decisions.

7.3.4 Interview and assessment of social skills. This stage helps to assess the candidate's ability to work in a team, interact with people and resolve conflicts. The following components can be used to assess the candidate: an interview, where communication skills and manner of communication are assessed; assessment of behavior in conflict situations (the candidate is offered conditional oral tasks to resolve conflicts with both children and adults or interact with unpleasant people).

7.4. Staff training. It is important that the Fund's staff and employees, regardless of their role, are vigilant and able to recognize signs that a child may need help, signs of abuse or neglect. They have a responsibility to take effective action in accordance with their role. For those employees who work directly with children, the Fund should, among other things, involve them in a child protection course, for example, on the UNICEF Agora platform or other programs, documents or courses that may be recommended by Eurochild, etc. Possible topics for training may also include (but are not limited to): prevention of violence and abuse; internet and workplace safety; first aid and accident prevention, etc. All training data (certificates of completion) shall be kept by employees and provided to the responsible person in the Fund upon request.

7.5. Disclosure. The responsible person at the Fund must inform the children involved in any of the projects that they are being photographed and/or filmed. Before the photo or video sessions, one of their parents (or legal guardian) must sign the Permission to take photos and videos of project participants and use these materials in the Fund's activities (Annex 2). If the person has reached the age of 18, he/she signs such consent personally - the signature of parents/legal representatives is not required. In case of refusal to sign such consent, photographing and/or filming of the child is prohibited. The Fund ensures the confidentiality of such consents and guarantees that the information received will be kept strictly confidential, except when it is necessary to use this information to protect the child. The responsible person in the Fund should clearly explain to the children themselves the process of reviewing their consents. Children should be given an understanding of how their disclosures will be examined and what action will be taken. This will ensure openness to children.

7.6. Confidentiality. The Fund is committed to adhering to principles and approaches that ensure that information related to children and their safety is processed and stored with care, in accordance with established norms and legislation. Information on how the Fund maintains the confidentiality of the personal information received is set out in a separate document entitled "Privacy Policy", which is also published on the Fund's website.

8. Reporting violations of children's rights or unfair treatment.

8.1. Duty to report. Any employee, volunteer or partner of the Fund who has noticed child abuse, misconduct or other cases of injustice or violence is obliged to report it to the Chairman of the Board of the Fund or a responsible person. To do this, you can send an e-mail to edukids.kyiv@gmail.com or call 0961646694. The Fund has developed a special Memo for Fund employees to facilitate their recognition of signs of violence against children with whom they come into contact during the Fund's projects (Annex 3), based on information from the Child Protection Policy of Eurochild, a European network of organizations working to protect children's rights, of which the Fund is an official member.

8.2. Ensuring data security. If a whistleblower is concerned about the security of communication channels, you can first provide general information about the incident and discuss the method of transmission of personal data separately to ensure its protection.

8.3. Maintaining confidentiality. Employees and members of the Board of Directors of the Fund must strictly adhere to the rules of data protection. Personal data of the child, his/her family or relatives are used exclusively for the provision of necessary assistance and are not disclosed outside of work.

8.4. Consideration of reports. The Board of the Fund or a responsible person must consider all reports of violations. The person who submitted the information shall receive feedback on the results (in cases where this information was not provided anonymously). All cases of violations should be taken into account when updating the Policy. In case of oral notification, the person to whom the notification is made is obliged to make an official note of the notification received and immediately transmit it with all the information received by sending an e-mail to: edukids.kyiv@gmail.com

8.5. Providing assistance. An affected person who has suffered a violation of his/her rights will be encouraged to contact a professional psychiatrist, social worker or child protection service to receive the necessary support.

9. Reporting suspicions of abuse by the Fund's employees.

9.1. If it is noticed that one of the team and/or employees behaves in a manner that does not comply with the principles described in this Policy, you should immediately notify the Chairman of the Board of the Fund or a responsible person by sending an email to: edukids.kyiv@gmail.com or by calling 0961646694.

The report may be anonymous, but in this case the Fund will not be able to contact the person who reported the information for further information.

9.2. Any suspicions of child abuse, misconduct or other cases of injustice, or the detection of violence against a child will be treated with due care and confidentiality. Only two persons have access to the edukids.kyiv@gmail.com mailbox: The Chairman of the Board of the Fund and a person designated by him/her.

9.3. Once the relevant information has been collected, the report may be either rejected based on the preliminary assessment of the circumstances of the case or considered in the course of further clarification of the circumstances and details. The investigation may result in the acquittal of the suspect or in administrative proceedings, if such circumstances arise.

9.4. If the report concerns a crime under local law, the case will be referred to the competent authorities.

9.5. If the report of violation of the Policy principles concerns a member of the Management Board, the members of the Fund will be involved in clarifying the case by holding a meeting of the General Meeting of the Fund.

10. Main contact information.

Contact person: Liliia Iskorostenska - Chairman of the Board of the Fund.

Phone: +38 096 164 66 94.

E-mail: edukids.kyiv@gmail.com, lilia.shevchk17@gmail.com

Address of the Fund's office: 5 Alla Gorska Lane, Kyiv, Ukraine.

Appendix No. 1

Obligations of the employee of the Charitable Organization “Charity Fund “EDUKIDS” (hereinafter referred to as the Fund) and persons participating in the implementation of projects to familiarize themselves with the Policy on Safety and Protection of Children and to comply with the Code of Ethical Conduct of the Fund on the Protection of Children’s Rights.

I, _____,
as an employee or a person involved in the provision of services within the framework of the implementation of the Fund’s projects, undertake to:

- not abuse the power and resources that I have at work regarding the life and well-being of other persons;
- not demand any service or assistance from beneficiaries in exchange for protection, assistance or support from me;
- not enter into any personal relationships with beneficiaries;
- not enter into sexual relations with children under 18 years of age, regardless of their will or consent to them;
- adhere to appropriate standards of conduct, and make every effort to prevent sexual exploitation and abuse of beneficiaries.

I have carefully read the Fund’s Code of Ethical Conduct on the Protection of Children’s Rights and the Fund’s Child Safety and Protection Policy and discussed its contents with the Chairman of the Board or his/her designated responsible person and/or colleagues in order to clearly understand and adhere to the standards of conduct set out therein.

This list is not exhaustive. In general, I must avoid any actions or conduct that may endanger children or cause any harm to them.

I understand that I am obliged to report any misconduct that concerns me to the Chairman of the Board or his/her designated responsible person. I am informed that I can report such cases (including anonymously) by writing an email to [edukids.kyiv@gmail](mailto:edukids.kyiv@gmail.com) or by calling +38096164 6694.

I also understand that disciplinary and legal measures will be taken in case of my failure to comply with the Fund's Code of Ethical Conduct and/or the Fund's Child Safety and Protection Policy.

20

(date)

(signature)

Permission for photo and video recording of project participants

“ _____ ”

**of the Charitable Organization “Charity Fund “EDUKIDS”
(hereinafter referred to as the Fund)**

name and surname of the project

participant _____

phone _____

email _____

By participating in this project as a participant, I consent to video/photo recording during my participation in online and offline training sessions, meetings with other participants, the project team and partners organized within its framework and for its implementation, presentation events, etc.

I understand and agree that the photos and videos may be used to promote this project
“ _____ ”,

the Fund and _____

(partner/donor information, if available)

on websites, social media, newsletters, flyers, press releases, publications and/or other communication materials.

I agree that:

- The photos/videos may be combined with other images, texts and graphics, or cropped, edited or modified.
- I do not own any copyrights to the images, all rights belong to the Fund.
- I will not make any claims to the Fund regarding the use of the images.
- This permission is irrevocable, perpetual and valid worldwide.

Next, choose one of the options that suits you:

Option 1.

passport, series _____ no. _____

as _____

(specify: father / mother / guardian / etc.)

I give my consent to the Fund for video/photography of my child:

(surname, name and patronymic of the child)

born _____

born _____

(specify: father / mother / guardian / etc.)

Option 2.

I confirm that I am 18 years of age and have full legal capacity to provide and sign this authorization.

_____ 20 _____

(date)

(signature)

EDUKIDS

Appendix No. 3

**A note for employees of the Charitable Organization “Charity Fund “EDUKIDS”
(hereinafter referred to as the Fund) to facilitate their recognition of signs of violence
against children with whom they come into contact during the Fund’s projects.**

Recognizing signs of potential violence is a complex task, and there is no simple checklist that would allow them to be easily recognized. There are potential warning signs that a Fund employee can pay attention to, but they should be evaluated with caution. One should not automatically assume that this is necessarily abuse. It is also important not to dismiss your concerns or ignore any signs of abuse, but to notify the Chairman of the Board or other members of the Board, or another responsible person as soon as possible, so that they can help decide on the most appropriate course of action in each specific situation individually, by sending information to edukids.kyiv@gmail.com or by calling +38 096 164 66 94.

Possible signs of physical abuse include:

• Bruises, burns, sprains, dislocations, bites, cuts;
• Implausible excuses to explain bodily injuries;
• Refusal to discuss injuries;
• A situation where the child keeps his arms and legs closed in hot weather;
• Reluctance to participate in physical activity that may involve removing outer or warm clothing, for example, for sports, outdoor games;
• Fear of returning home or being contacted by parents;

Possible signs of child neglect:

• Frequent hunger or food stealing;
• Poor personal hygiene;
• Constant fatigue;
• Inappropriate clothing, such as summer clothes in winter;
• Frequent lateness or failure to attend classes or appointments;
• Untreated apparent medical problems;
• Low self-esteem;
• Poor social relationships;
• Compulsive stealing;
• Drug or alcohol abuse;
• Shows wariness or distrust of adults;
• Self-destructive tendencies in words and actions;
• Aggression toward other children or adults;
• Exceptional passivity and compliance;

Possible signs of emotional abuse:

• Delayed physical, cognitive, or emotional development;
• Excessive worry;
• Development of speech delay or sudden speech disorder;
• Fear of new situations;
• Low self-esteem;

• Inadequate emotional response to normal situations;
• Excessive passivity or aggression;
• Drug abuse;
• Compulsive theft;

Possible signs of sexual abuse:

• Age-inappropriate sexualized behavior or highly sexualized language;
• Urinary incontinence or soiled underwear;
• Anal or genital pain;
• Sleeping problems;
• Fear of being with adults;
• Promiscuity in sexual intercourse;
• Excessive risk-taking among adolescents.

This list of possible signs of various types of violence against children is based on the Child Protection Policy of Eurochild, a European network of children's rights organizations of which the Fund is a member.