



**POLICY**  
**REGARDING CHILD PROTECTION**

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## CHAPTER I. GENERAL PROVISIONS

Violence against children is a serious and complex problem, which affects children in different contexts, environments - school, home, protective institutions, street, trips/camps - or communities. Children are at risk of being abused or witnesses to aggressive actions, domestic violence, bullying, sexual or economic violence. Aggressors can be different people, parents, extended family members, foster carers/other caregivers, teachers, medical staff or even other children. Some children are more vulnerable because of ethnicity, family financial status, gender, religion.

All the current activities of the Bethany Social Services Foundation are based on the principle of the best interest of the child, as it is mentioned in Law 272/2004, regarding the protection and promotion of children's rights.

Through the Child Protection Policy, the management of the Bethany Social Services Foundation:

- ✓ undertakes that child protection procedures are applied and respected, in accordance with the legislation in force
- ✓ ensures the development and implementation of mandatory child protection standards and policies for all foundation employees, volunteers and visitors.
- ✓ promotes the good practices of the foundation in ensuring a safe environment for the children involved in relation to the programs, staff and partners of the organization.
- ✓ supports inter-institutional and multidisciplinary intervention, strengthens the response to identified risk situations, by reporting them to the competent authorities.
- ✓ offers a unified and detailed picture of the identification and intervention in case of potential risks to which the children involved in the foundation's programs may be exposed.

### I.1. Key Concepts

<i>Safeguarding defense/security</i>	–	the responsibility of the organization is to ensure a safe, positive experience for children. All children are protected and safe from abusive or potentially harmful and/or harmful experiences when involved in the organization's programs and activities, depending on their physical and mental capacity and at any level of involvement.
<i>Children</i>		in accordance with the UN Convention on the Rights of the Child and Law 272/2004, a child is any person who has not reached the age of 18 and has not acquired full exercise capacity, according to the law.
<i>The principle of the child's best interest</i>		is recognized in the contents of Law no. 272/2004 as a "sine qua" non condition of any actions and decisions concerning children.
<i>Violence against children</i>		Art.19 of the UN Convention on the Rights of the Child, represents "all forms of physical or mental violence, injury and abuse, neglect or negligent treatment, mistreatment or exploitation, including sexual abuse"
<i>Physical abuse</i>		represents physical actions carried out by parents/legal representatives/caregivers or other people from the child's entourage, which caused or could have caused physical injuries to the child. It represents a result of intentional acts that cause suffering to the child now or in the future.
<i>Sexual abuse</i>		represents the involvement of a dependent and immature child or adolescent from the point of view of psycho-sexual development in sexual activities that he is unable to understand, which are inappropriate for his age or for his psycho-sexual development, sexual activities that he endures them being forced by violence or seduction. This category can include: sexual molestation, exposing the child to insults or language with sexual connotations, touching the child's erogenous areas with the hand or by kissing, regardless of the child's age; attracting or forcing the child to commit obscene actions; exposure to obscene materials.

<i>Emotional abuse</i>	represents behaviors of adults that cause or are likely to cause serious damage to the child's physical, social, mental or emotional capacities. These behaviors can be: verbal and non-verbal humiliation, intimidation, threats, terrorizing, restrictions on freedom of action, denigration, unfair accusations, discrimination, ridicule and other hostile or rejecting attitudes towards the child.
<i>Neglect</i>	can take several forms: food neglect (deprivation of food, absence of several essential foods for growth, irregular meals, inappropriate or improperly administered food for the child's age), clothing neglect (unsuitable clothes for the season, clothes that are too small, dirty clothes, lack of clothes), neglect of hygiene (lack of body hygiene, repulsive smells, parasites), medical neglect (absence of necessary care, omission of vaccinations and control visits, failure to apply the treatments prescribed by the doctor, failure to attend recovery programs) educational neglect (understimulation, instability of the system of punishments and rewards), lack of follow-up of school progress), emotional neglect (lack of attention, physical contacts, signs of affection, words of appreciation).
<i>Exploitation</i>	manifests itself as those actions carried out by parents/legal representatives/caregivers/other people from the child's entourage/proximity who use it for their own benefit, such as: forcing children under the legal age to work, often for a payment that they range from a small amount to no payment at all.
<i>Prejudice</i>	any action that compromises the safety and well-being of a child.
<i>Bullying</i>	a form of aggressive behavior in which someone intentionally and repeatedly bullies, harasses, persecutes or intimidates another person. Bullying can be physical, verbal or in the form of more subtle actions. It involves an imbalance of power between two people, most often children. The bullied person is perceived as vulnerable and usually has trouble defending himself, even though he does not do anything specific to "provoke" the aggression.
<i>Protection measures</i>	measures to reduce the risks of a child being harmed/abused.
<i>Response measures</i>	measures designed to ensure that, in the event of injury/abuse occurring or witnessing, this is part of a series of actions by which any potential risk situations are responded to, child assistance is ensured and recurrence is prevented, as much as possible of similar situations.
<i>Initial assessment</i>	the prompt and summary process through which information is collected and verified in a first instance regarding the suspicion or situation of violence against the child and its main objectives refer to: verifying the institutional powers of action; verifying the credibility and correctness of the information; assessing the risks and degree of danger for the child and ensuring a safe environment for him (including removing him from the environment where the violence occurred)
<i>Monitoring and evaluation measures</i>	measures aimed at following the process of solving some incidents and verifying that the child protection procedures are respected and properly implemented.

## **I.2. The aims of the Child Protection Policy**

- ✓ to have staff and volunteers trained and informed in terms of ethical behavior in relation to children, to prevent the violation of their rights, to know how to identify any sign of abuse and/or harm to children and to know how to report them
- ✓ all people who collaborate with FSSBethany should be prepared to respect children's rights and ensure a safe space for children. The child protection policy applies to every person who acts as: board members, employees, volunteers, partners, suppliers, sponsors, donors, visitors, journalists, including companions in the activities they carry out with and for children, regardless of whether it is about events, visits, trips, camps
- ✓ for children to have information about their rights and to understand what behavior is appropriate in relation to other people, regardless of whether we mean colleagues, teachers or other adults with whom they interact; at the same time, show respect for the foundation's staff, sponsors, donors and colleagues
- ✓ to have a good reputation as an organization, through consistent actions and commitment regarding combating any form of child abuse, being a guarantee of responsibility and assuming the activities carried out.

## **I.3. Basic principles of the child protection policy**

- ✓ all children regardless of age, disability, gender, racial heritage, religious beliefs, sexual orientation or identity, have the right to equal protection against all types of harm or abuse
- ✓ all professionals and all persons working for and with the Bethany Social Services Foundation and who come into contact with children must respect and support the rights of all children and adolescents to be free from exploitation, abuse, violence and neglect, both in terms of both physically and emotionally, as specified in international instruments and standards, to protect children and adolescents
- ✓ all actions related to the protection of the child will be undertaken in the best interest of the child, which implies the understanding of the fact that all the programs and activities of the foundation are carried out respecting the rights of the child and without endangering his security
- ✓ within or outside the field of work, persons associated with the Bethany Social Services Foundation have a duty to demonstrate respect and confidentiality towards all children and adolescents
- ✓ confidentiality of personal data is mandatory, in compliance with the GDPR

## **I.4. Basic principles of child protection**

- ✓ the best interest of the child
- ✓ equal opportunities and non-discrimination
- ✓ parents' responsibility regarding the respect and guarantee of rights and the fulfillment of parental obligations
- ✓ the primacy of parents' responsibility regarding compliance and guarantee the rights of the child
- ✓ decentralization of child rights protection services, multisectoral intervention and partnership between public institutions and private bodies
- ✓ ensuring individualized and personalized care for each child
- ✓ respecting the dignity of the child
- ✓ listening to the child's opinion and taking it into account, taking into account his age and degree of maturity
- ✓ ensuring stability and continuity in the care, upbringing and education of the child, taking into account: ethnicity, religion, culture in case of taking a protective measure
- ✓ speed in making any decision regarding the child
- ✓ ensuring protection against abuse and exploitation
- ✓ protection of the child's personal data

## **CHAPTER II.the measures**

### **II.1. Preventive measures**

#### **II.1.1. Roles and responsibilities**

Child protection and well-being is the responsibility of all adults who interact with children. To ensure the implementation of the procedures, the Bethany Social Services Foundation will identify and designate at the level of its departments, persons responsible for the child's safety. These people will have clearly defined roles and responsibilities and will ensure that the child protection policy and procedures are respected, both within the organization and outside it.

Responsible persons designated by the organization have the role of transmitting information, supporting and providing assistance to the organization in the implementation of child protection procedures, including procedures to respond to suspicions of abuse.

**The regional director** has the responsibility to ensure that the safety of children is a priority at the level of organizational policies

**The program director** has the responsibility to ensure that the safety of children is a priority at the level of socio-educational programs.

**The human resources specialist** has the responsibility to ensure that the employees are properly checked - record and certificate of behavioral integrity - when they are hired. Staff recruitment will be done following the steps described in the Human Resources Procedures Manual

**Fund raising department coordinator** is responsible for ensuring that people outside the organization - sponsors: companies and/or individuals know and correctly apply the child protection policy

### **II.1.2. Code of conduct**

The code represents a set of rules that must be respected by the people who work for and on behalf of the Bethany Social Services Foundation.

The code of conduct regulates relationships, establishes clear expectations regarding the child's safety and defines both desirable and prohibited behaviors. The code of conduct represents a common set of agreed and acceptable behaviors that contribute to creating and maintaining a safe environment for children (Appendix 1. Code of conduct)

All interactions with Bethany Social Services Foundation and actions taken by Bethany Social Services Foundation will be subject to signing and agreeing to the provisions of the Child Protection Policy.

### **II.1.3. Human resources**

#### **Recruitment**

Bethany Social Services Foundation is committed to child safety and protection. In this sense, the foundation has the obligation to ensure that the programs are staffed by people with the appropriate qualifications for the job, with the aim of creating a safe environment that helps children to develop harmoniously and reach their potential.

The objective of recruitment is to take measures that, cumulatively, have the objective of reducing the risk of hiring unsuitable people, from a professional point of view, but also from the attitude and skills of working with children. All recruitment and employment practices will comply with the legislation in force.

Regarding the selection process of the volunteers, the obligation to present the criminal record and the Certificate of behavioral integrity is included.

#### **Employees, contractors and volunteers**

The Bethany Social Services Foundation, through the Coordinators of social and educational programs but also through the higher hierarchical heads (such as heads of the FR Department, Financial-Accounting Department, RU Department), will organize information and training sessions on the Child Protection Policy and the code of conduct.

In the first month after starting the volunteer activity, the volunteers will participate in a training program regarding: roles, responsibilities, how to interact with children with disabilities, children's needs, recognizing signs of abuse and knowing the mechanisms for reporting them. If the volunteers do not adopt a behavior in accordance with this Child Protection Policy and the Code of Conduct, the termination of the Volunteer Contract can be decided at any time.

Employees, contractors and volunteers will begin work or interact with children after completing the steps set out in the Human Resources Procedures Manual and/or the Child Protection Policy, as applicable.

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-regular information/training of staff regarding: the signs and symptoms evocative of abuse, neglect or exploitation, the risk factors that can lead to situations of abuse, the methods of reporting possible cases of abuse, neglect or degrading treatment, the legislation in force.

### **Partners in the projects**

In the process of selecting project partners, the Bethany Social Services Foundation will check whether there has been any wrongdoing among them, whether they have a good reputation and whether they have a Code of Ethics or a Child Protection Policy.

All Contracts/Partnership Agreements will contain ethical aspects and obligations regarding the protection of children. If the fields of application of the partnerships or the services provided also involve direct contact with children, then the partners must undertake and sign the Child Protection Policy and the Code of Ethics. If allegations or violations of children's rights are registered during the implementation of partnerships or service contracts, prompt and responsible action is taken, an investigation is carried out and a decision is taken immediately to terminate these collaborations.

### **Funding sources**

Any source of funding is verified in order to respect the foundation's values and mutual interests. The Bethany Social Services Foundation will not accept financial support from companies that operate in the pornography industry or that are involved in scandals related to the exploitation of child labor, corruption, political partisanship or money laundering. The Foundation cannot be held responsible for receiving donations from companies or foundations of companies that have hidden businesses, which cannot be identified as a result of an ordinary search of public sources. For sensitive situations, the board of directors will decide on the actions to be taken in case of public disclosure of business ethics

### **The visitors**

The visits must be planned in advance, respecting the children's schedule and the specific characteristics of children with disabilities. The person responsible for organizing and planning the visit must obtain a list containing: the name, function and institution where the respective persons come from. Also, the persons mentioned in the list must take note of the Child Protection Policy and the Code of Conduct, based on their signature.

Visitors need information about the program they are going to visit, the group of children present, the activities to be carried out. During the entire visit, they will be accompanied by one or more employees delegated in this regard, depending on the number of visitors, the number of children and the type of activities carried out. Visitors must respect the planned date and time, respect the route and the rules imposed by the employees assigned to accompany them, treat the children and/or their families with respect, not show favoritism for a particular child, not take photos or children's videos, not to use inappropriate behavior or language with children and their families, not to enter the children's private space (the bathroom or the individual therapy room in the case of children with disabilities), without the permission of the employees delegated to accompany them.

#### **II.1.4. Communication, social media, marketing activities, fundraising and promotion**

The Bethany Social Services Foundation identifies risks and takes appropriate measures regarding how to communicate and interact online, including on social networks.

The Bethany Social Services Foundation, as a personal data Operator, concludes contracts with collaborating partners, exclusively in the situation where the processing of personal data is done for the purpose of direct marketing, fundraising and promotion.

The public display of photos and videos/films in which there are images and voices of children will always be based on the agreement signed by the parents/legal representatives. (Appendix 2. Consent).

Photos and videos professionally taken on behalf of the Bethany Social Services Foundation will take into account the best interests of the child and adhere to the following principles:

- no photos and/or videos of undressed or inappropriately dressed children will be taken

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- photographic and/or filmed frames will focus on the activity and not on a specific child
- volunteers, sponsors and/or visitors are not allowed to publish photos and/or videos
- images with children that have the potential to be used in an offensive sense will not be used
- any inappropriate photography and/or filming will be reported following the route in the Annex, within a maximum of 24 hours

When representatives of the press/mass media are invited to events, the Bethany Social Services Foundation, through its managers, has the obligation to provide them with guidance regarding the safety of children. These guidelines refer to:

- ensuring that parents and children have given their consent for the use of their photos and/or images and the prior identification of all children who have not given this consent
- informing the media representatives that the foundation aims to create a safe and friendly environment for children and providing information on the child's child protection procedures undertaken by the foundation
- indicating areas with restricted access and requesting that they be respected

It is forbidden to post, on social media channels or other channels, unofficial images or video clips of children with whom employees, volunteers, partners, sponsors, service providers have interacted; they can share the foundation's official posts, which is an appropriate way to share experiences and achievements with the community.

## **II.2. Intervention measures**

### **II.2.1. Reporting procedure**

The Bethany Social Services Foundation will provide the framework for reporting suspected abuse, including anonymous reporting. Thus, any employee, volunteer, service provider, visitor, partner/sponsor of the organization, who witnesses an injury to a child or who observes signs of abuse or neglect (Annex 3. Recognition of child abuse HG 49/2011), must to report this fact, according to the established procedure (Annex 4. Reporting procedure)

#### **The stages of the reporting procedure:**

##### ***a) Initial evaluation***

Any notification regarding a situation of injury, abuse/violence on the child is followed in the shortest possible time by the initial assessment of the case by the responsible persons, appointed by the Bethany Social Services Foundation (Appendix 4. Reporting procedure)

##### **Preparation and transmission of the report**

The report must be written by the person who reported the injury, hitting, abuse, on the same day that it was reported and sent to the responsible person, according to the reporting procedure presented in Annex 4. In this sense, only the people whose participation will be involved is necessary in the investigation process or to provide medical/psychological assistance to the child. Each stage of the intervention will be recorded in writing, and the document will be signed by the persons involved and those responsible, designated by the foundation. The final document will be sent to the General Directorate of Social Assistance and Child Protection, SPAS, prosecutor's office and the Police and, if necessary, the support of the Ambulance Service is requested. The written document will contain at least the main information about the respective case, data regarding the actions to be taken in the short term and the people who will carry them out. Written records of all reports will be stored/archived in a confidential location designated by the foundation, regardless of the outcome of the report. All reports and investigations regarding child safety will be based on Law 272/2004 and HG 49/2011.

The obligation to report situations of violence against the child will be included in the job descriptions of all professionals who interact with the child.

Refusal or failure to report will result in disciplinary action against the person concerned. Confidential information must be used only for professional purposes and shared only with authorized parties

##### ***b) The intervention***

If the child is in imminent danger of being hurt, hit, abused, an immediate intervention may be necessary. If immediate action is necessary to remove the child from a dangerous situation, the General Directorate of Social Assistance and Child Protection MUST be notified immediately to benefit from its participation in the actions to be taken.



**II.2.2. Clause for the protection of whistleblowers/those reporting abuse**

Reported situations of violence will be investigated, depending on their nature and seriousness, either by the responsible persons or by the Directorate of Social Assistance and Child Protection. When a suspicion is reported that is not confirmed, Bethany Social Services Foundation representatives will not take punitive measures against the person who reported the suspicions, except in cases where malicious intent is found.

**Approved by the leadership of the Bethany Social Services Foundation,**

**Legal representative,**

**Diana-Alina Cristea**

**Date:**

## **Annex 1. Code of conduct**

**A.**The relationships of employees, volunteers, sponsors, donors, service providers, visitors with children must have a healthy basis and be participative by involving them in the entire process of organization and development of the social services provided.

The code of conduct provides a framework for appropriate and desirable behaviors towards children. The purpose of this code is to increase the degree of responsibility and awareness of all people who interact with children. Also, the Code of Conduct aims to protect staff and other adults involved from malicious accusations of inappropriate behavior towards children.

### *Desirable behaviors in relationships with children*

- Respecting the rights, dignity and value of every person regardless of age, race, origin, disability, religion, gender, sexual orientation
- Not using, personally, the information obtained during the recovery process, psycho-social counseling, recruitment (employees, volunteers, sponsors, donors, service providers, visitors)
- Not engaging in or tolerating offensive or abusive behavior or language
- Encouraging independence and permanently supporting children's efforts, involving them in tasks according to their abilities and level of development
- Treating children with respect without addressing/manifesting contemptuous words/behaviors
- Not using social networks inappropriately, respectively not distributing images of children online

### *Undesirable behaviors in relationships with children*

- Hitting or applying other forms of physical abuse to a child or inciting a child to apply violence to another child: punching, slapping, pinching, slapping, pulling hair or ears, etc.
- Emotional abuse: shouting, humiliation, mockery, intimidation, nicknames, swearing, verbal threats, destruction of personal items, etc.
- Forcing or inciting a child to engage in any kind of sexual activity (pornographic films or photos, sexual relations, touching of a sexual nature, etc.).
- Sexual abuse: physical, verbal or non-verbal behavior of a sexual nature that creates an unpleasant, degrading, humiliating, insulting atmosphere, damages the child's dignity (looks, vulgar comments, indecent jokes, allusions, touches in intimate places)
- Involvement or encouragement in the practice by children of illegal activities of any kind: labor exploitation; procuring, selling or consuming alcohol, tobacco or drugs.
- Discriminatory treatment towards certain children: excluding some and favoring others based on ethnicity, disability, religion, spoken language, educational results, family social status, parents' reputation, etc. - spending time one-on-one with the child (in the classroom, inviting them home or in isolated places, unaccompanied home visits when the child is alone at home, etc.).

## **B.**Controlling children's behaviors

When the child has a dangerous behavior towards himself and towards others, specialists can use techniques to calm him down or take the child to a space where he cannot hit.

Immobilization must be done in a sensitive manner that provides safety and care to the beneficiary. The purpose of this method is to temporarily take control of a child who has lost self-control and is engaged in a behavior that is dangerous to himself or others. The immobilization will never have a punitive character.

*Excessive or irrational disciplinary measures are prohibited, such as:*

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- a) *corporal punishment*
- b) *deprivation of food, water or sleep*
- c) *financial penalties*
- d) *any intimate examination of the child if it does not have a medical reason and is not performed by medical personnel*
- e) *confiscation of the child's personal equipment and objects, except for those that may constitute a risk*
- f) *deprivation of medication or medical treatment*
- g) *punishing a group of children for the behavior of a child in the group*
- h) *the involvement of a child in punishing another child*
- i) *any restriction of contact with the family if there is no decision to this effect, according to the law.*

The specialist will communicate to the child's parent/legal representative, the methods used to eliminate dangerous behavior towards him and towards others.

If the frequency of the behaviors will be high, the specialists will ask the center coordinator to meet with the Case Committee in order to identify, together with the family, the ways to regulate and control the child's dangerous behaviors

## Appendix 2. Consent - Model

### Consent for the processing of personal data - legal representative of minor individuals -

The undersigned \_\_\_\_\_, domiciled in \_\_\_\_\_ county, identified by CNP \_\_\_\_\_, having telephone number \_\_\_\_\_ and e-mail address \_\_\_\_\_, in my capacity as legal representative of the minor \_\_\_\_\_, born on \_\_\_\_\_, hereby declare that I expressly and unequivocally agree to the processing of the minor's personal data by the data operator Bethany Social Services Foundation.

I was also informed by the data operator of the following aspects, regarding which I give my consent:

#### **Data that can be processed:**

I. Simple personal data of the minor: name, surname, date and place of birth, citizenship, gender, age, data on education and studies

II. Sensitive personal data of the minor: image, voice, health data

**Purpose of processing:** marketing, fundraising and promotion of activities, events and services offered by the mentioned data operator.

**Use of image and voice:** the operator has the right to reproduce, present, use and spread, in any media and social media format, the image and voice of the child \_\_\_\_\_, whose legal representative I am, recorded photographically and/or video and/or audio. I understand and agree that I will not receive any financial or other compensation for these photos/videos or recordings.

**Basis of processing:** For simple personal data (I), the basis of processing is represented by the legitimate interest of data operators - to verify the fulfillment of the objectives of the purpose for which personal data is processed - art. 6 para. (1), lit. f from Regulation no. 679 of April 27, 2016 regarding the protection of natural persons regarding the processing of personal data and regarding the free movement of such data. For sensitive personal data (II), the basis for the processing of personal data is the consent expressed through this declaration - art. 6 paragraph (1) lit. a from the aforementioned Regulation.

**Period of personal data processing:** 5 years

#### **Rights regarding the processing of personal data:**

**The right to withdraw consent:** I have the right to withdraw the consent expressed through this statement regarding the processing of sensitive personal data, at any time, with the specification that the withdrawal of consent will not affect the legality of the data processing carried out before the withdrawal of consent.

**The right of access:** I have the right to request information from the data operators regarding the processing of personal data by them.

**The right to rectification:** I have the right to request the data operators to rectify incorrect personal data.

**The right to deletion:** I have the right to request the data operators to delete personal data in certain situations, such as: the personal data are no longer necessary to achieve the processing purpose for which they were collected, the consent for the processing has been withdrawn them by the operators, etc.

**The right to restrict processing:** I have the right to request data operators to restrict processing in certain situations, such as when I dispute the accuracy of the processed personal data or the processing of personal data is not carried out in accordance with the law.

**The right to object:** I have the right to object at any time, for well-founded and legitimate reasons related to the particular situation of the minor, to the processing of personal data, except in cases where there are legal provisions to the contrary.

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**The right to portability:** I have the right to request the data operators to transmit the processed personal data to me or to another entity that will process my personal data.

**I hereby declare that I have also informed the other legal representative of the minor, if applicable, about the processing of personal data by the data operator according to the information received above.**

If I would like to exercise the rights listed above, I have been informed that I can send a written request or an email to:

- Regional office: Iași, Str. Varianta Uzinei nr. 1, Email: [iasi@bethany.ro](mailto:iasi@bethany.ro); Tel: 0232/278535

Date: \_\_\_\_\_

Signature.....

Phone:  
0232 278 535

Mail:  
[iasi@bethany.ro](mailto:iasi@bethany.ro)

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### Annex 3. Recognition of child abuse

	Types	Behaviors and attitudes of the members	Behaviors and attitudes of children
<b>Neglect</b>	Alimentation Clothing Medication Education Emotional	They seem to be indifferent to children	Wears clothing inappropriate for the age and/or the weather outside
		They are apathetic, depressed	Shows poor hygiene, excoriations
		Consumption of alcohol, drugs, perceiving the child as a burden	They seem to be hungry all the time
		Denies the existence of the problem or blames the child for the problems he faces at school	He frequently takes care of his brothers/sisters

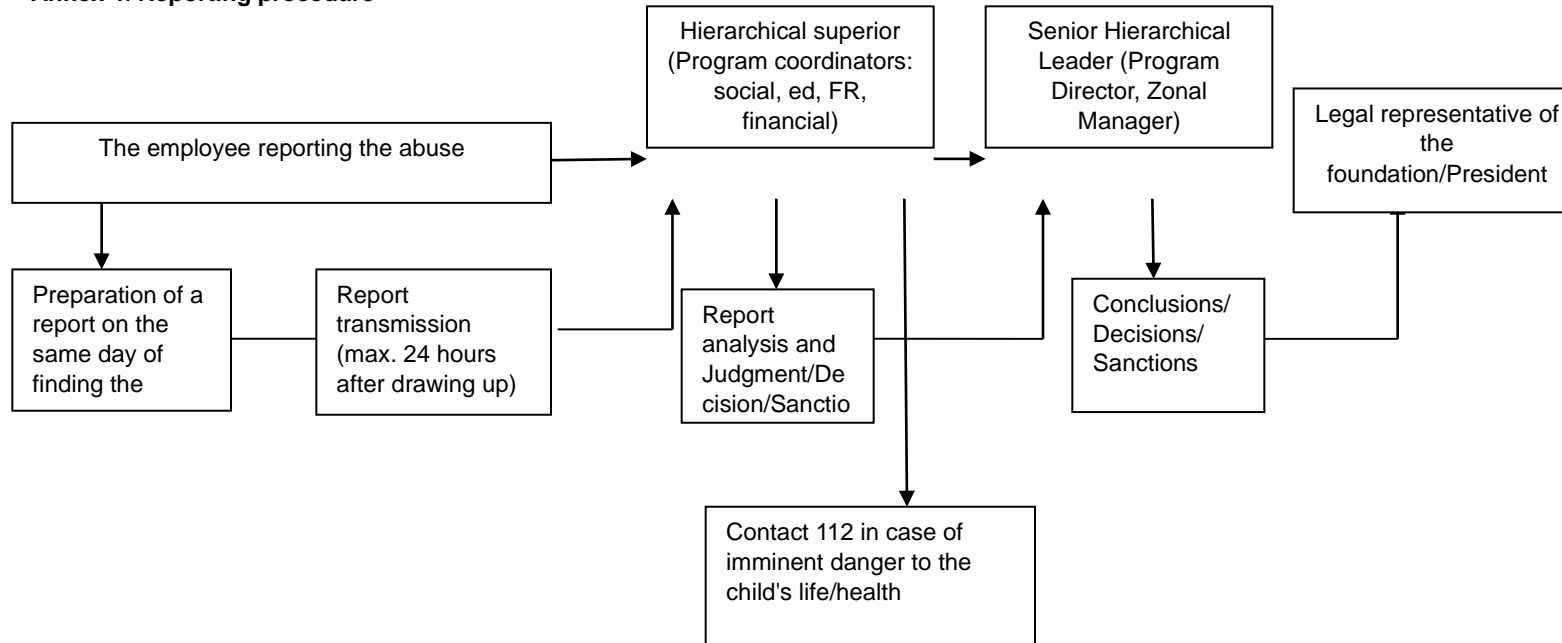
	Marks	Recognition of signs	Behaviors and attitudes of children
<b>Physical violence</b>	Bruised Injury Bruising Burns Fractures	Convincing explanation/contradictions	Fear, phobias Distrust in one's own person Feeling of guilt/embarrassment Depression
		The injury is incompatible with the child's degree of development	
		Late referral to medical services	
		Migration between different doctors	

	Marks	Behaviors and attitudes of the members	Behaviors and attitudes of children
<b>Sexual abuse</b>	Bruised Injury Bruising Burns Fractures	Excessively protective of the child, severely limiting his contact with other children, especially of the opposite sex	Difficulty walking/sitting Refuses to change/participate in physical activities. Age-inappropriate sexual behavior. Traumatic injuries of the genital organs. Pregnant teenagers who do not declare who the father is. Lack of sexual inhibitions towards adults.
		Secretive and isolated	

	Behaviors and attitudes of the members	Behaviors and attitudes of children
<b>Emotional abuse</b>	Accuses, argues and minimizes the child constantly	Behavior consisting of extremes, such as overly servile or demanding behavior, passivity, or extreme aggression
	He is extremely critical and negative in relation to the child	He has a negative self-image, he has no self-confidence, he has a feeling of insecurity
	Parents are violent with each other/use alcohol or drugs	Suicide attempts

	<b>Types</b>	<b>Behaviors and attitudes of children</b>
<b>Bullying</b>	Physical	Too aggressive or too withdrawn
	Verbal	He feels humiliated, stupid and helpless
	Social	Prone to depression and anxiety
	Cyber bullying	Low level of self-esteem

**Annex 4. Reporting procedure**





Statement of commitment to the Bethany Social Services Foundation Child Protection Policy:

I have read and understood the provisions of this Child Protection Policy

Name and surname.....

Job title/role.....

Signature.....

Date.....

I have read and understood the provisions of this Child Protection Policy

Name and surname.....

Job title/role.....

Signature.....

Date.....

I have read and understood the provisions of this Child Protection Policy

Name and surname.....

Job title/role.....

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Name and surname.....

Job title/role.....

Signature.....

Date.....

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Name and surname.....

Job title/role.....

Signature.....

Date.....

I have read and understood the provisions of this Child Protection Policy

Name and surname.....

Job title/role.....

Signature.....

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