Evangelical Church A.C. in Romania
General Consistory

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Child Protection Policy

Element	Details
Organization	Consistoriul Superior al Bisericii Evanghelice C.A. din România (BECAR)
Core Principle	The protection of children from harm is a fundamental responsibility and an integral part of our organizational integrity.
Target Group	All children under the age of 18 participating in activities, community programs, youth camps, and digital platforms.
Safeguarding Lead	Friedrich Gunesch, General Secretary (ekr.landeskon@evang.ro)
Independent Contact	Stefan Cosoroaba (sc@cosoroaba.ro)
Review Cycle	Annual, or immediately following any significant operational change or incident. Last version: October 2026

Effective date: 26 October 2026

1. Institutional Commitment and Scope

Grounded in our institutional values, we affirm that safeguarding children from all forms of harm is a priority across all our operations. We recognize the inherent dignity and rights of every child, as enshrined in the UN Convention on the Rights of the Child and national legislation.

- **Scope:** This policy applies to all staff, volunteers, interns, contractors, and project partners acting on behalf of the organization.
- **Zero Tolerance:** We maintain a strict zero-tolerance approach toward physical, sexual, and emotional abuse, neglect, exploitation, bullying, and discriminatory treatment.
- **Inclusivity:** Support and participation in organizational activities are never conditional on religious, political, or social affiliations.

2. Code of Conduct for Staff and Volunteers

Everyone acting on behalf of the organization must uphold the highest standards of integrity and respect professional boundaries.

All personnel must:

- Treat children with respect, empathy, and recognition of their personal dignity.
- Ensure activities take place in transparent, observable, and accountable settings (avoiding isolated 1-on-1 situations where possible).
- Maintain professional boundaries in physical and digital communications (prohibiting unapproved private messaging or inappropriate media sharing).
- Respect children's privacy and protect personal data in compliance with GDPR.

Staff and volunteers must never:

- Subject any child to corporal punishment, humiliation, or psychological abuse.
- Abuse positions of trust or power to form exploitative or inappropriate relationships.
- Publish identifiable images of children in sensitive or vulnerable contexts without distinct, informed parental consent.

3. Safe Recruitment and Vetting

The organization is committed to screening all individuals who work or volunteer with children to prevent potential offenders from gaining access.

- **Screening Procedures:** Management will verify professional backgrounds, references, and credentials.
- **Legal Compliance:** Criminal record certificates (such as the behavioral integrity certificate required by Romanian Law No. 118/2019) and equivalent international background checks will be obtained for relevant personnel prior to engagement.

4. Risk Assessment and Safe Activities

Before organizing camps, youth gatherings, or regular youth programs, organizers must conduct a proportionate risk assessment covering venue security, transport, supervision ratios, and emergency protocols.

- **Consent:** Lawful consent from parents/legal guardians and the ongoing assent of the child must be secured for structured programs.
- **Safe Environment:** First-aid provisions, emergency contact availability, and clear rules for pick-up/drop-off must be established prior to the start of any event.

5. Reporting Procedures and Response

Any person who observes, suspects, or receives a disclosure of child abuse must act immediately.

1. **Immediate Safety:** In cases of acute danger, contact public emergency services immediately.
2. **Listen and Record:** Listen calmly to the child without making promises of absolute confidentiality, avoid leading questions, and record factual statements accurately.
3. **Internal Notification:** Inform the Safeguarding Lead (or the Independent Escalation Contact if the lead is implicated) without delay.
4. **Statutory Reporting:** Mandatory reporting obligations to competent public authorities (social assistance services/child protection agencies) must be fulfilled in accordance with applicable law. Internal reviews will not replace or delay statutory reporting.
5. **Protection from Retaliation:** Strict confidentiality and protection against retaliation are guaranteed for anyone reporting a concern in good faith.

6. Implementation, Monitoring, and Review

Management and project coordinators are responsible for ensuring that this policy is communicated, understood, and implemented across all local and regional activities. Organizational leadership will review this framework annually to incorporate lessons learned and ensure continuous alignment with standards and legal updates.

Approved by

General Secretary



Friedrich Gunesch