

SAFEGUARDING POLICY
OF CONGREGATION OF THE SISTERS OF THE HOLY FAMILY
OF UKRAINIAN GREEK-CATHOLIC CHURCH
IN UKRAINE

Congregation of the Sisters of the Holy Family of Ukrainian Greek-Catholic Church

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1. Name and objectives of the organization

Congregation of the Sisters of the Holy Family of the Ukrainian Greek-Catholic Church was founded in 1911 in Ukraine and acts under the name: Congregation of the Sisters of the Holy Family of the Ukrainian Greek-Catholic Church (further: Congregation).

The members of the Congregation are the Sisters of Consecrated Life of the Congregation. The Congregation is a legal person and acts in accordance with the rules of the Code of Canons of the Eastern Churches.

The task of the Congregation is to deepen the Consecrated Life in the Church, cooperation in searching the methods for better spiritual development and apostolic work.

2. The members of the Congregation

Members of Congregation in Ukraine (further: members) are engaged in different activities in accordance with the Statute of the Congregation. Many Sisters are engaged in work with children or young people to a greater or lesser extent. Therefore, on this work a great emphasis is put.

The Congregation is guided by such basic principles as: adherence to the basic values of the Congregation, legitimacy, confidentiality, tolerance, trust, equality, justice, love, politeness.

3. The tasks of the Congregation are as follows:

- Creation of a monitoring mechanism.
- Selection and training of staff: administrators, educators, psychologists.
- Organization of a clear management structure.
- Response to received information and operational intervention.
- Taking the necessary measures to eliminate violations.
- Informing the staff.
- Elimination of identified shortcomings and prosecution.

4. Development of child protection policy

The Child Protection Policy developed by the Congregation is the standards of the Congregation in Risk Management for Children and guarantees the child's protection against all forms of violence and exploitation in the process of providing assistance and child support.

The Child Protection Policy is based on the OUN Convention on the Rights of the Child, the Constitution of Ukraine, the Family Code of Ukraine, the Law of Ukraine "On Prevention and Combating of Domestic Violence", Paradigm of Children's Protection "Caritas International".

The Tasks of Policy Protection:

- Obligation to protect children should be specified in relevant organizational documents such as Ethics of Staff Behavior (see Appendix 1).

- Members of the Congregation should ensure that all employees are aware of the Child Policy Protecting and have been familiar with the Ethics of Staff Behavior. Appropriate trainings on familiarization and implementation of the Protection Policy should be provided to all employees or volunteers, if necessary.
- Personnel (members, employees, volunteers) should know the personal data and contact details of the relevant diocesan protection of children / responsible person (if necessary) and have contact information for state public, including social services and police.
- All employees and volunteers adhere to the code of conduct conducted by members.
- Staff and volunteers should make every effort to avoid situations when they are single adults who work with one or more children. If the circumstances result in such a situation, staff and volunteers should resolve this issue as soon as possible and inform their managers accordingly.
- Members of the Congregation are a team of employees, who carry out work functions and are responsible for the management of the Congregation,
- Employee is a person who assists members of the Congregation to perform labor functions,
- Volunteer is a person who volunteers to volunteer for charitable activities of the Congregation.

5. Determination of types of violence

Abuse occurs when adults and other children harm children or young people under the age of 18, physically or otherwise. In most cases, an aggressive action on the child is caused in the immediate surroundings.

The main types of violence that may be encountered the members of the consecrated institutions during work with children are as follows:

Physical violence is a form of domestic violence that includes slips, kicking, pushing, pinching, flogging, biting, as well as illegal deprivation of liberty, beatings, muzzle, causing bodily harm of varying degrees of severity, being left in danger, failing to provide assistance to a person in life-threatening conditions, death, and other violent offenses.

Sexual abuse is a form of violence that includes any act of a sexual nature committed against an adult without her consent or with regard to a child, regardless of her consent, or in the presence of a child, coercion for a sexual act with a third person, and other offenses against sexual intercourse

freedom or sexual integrity of a person, including committed in relation to a child or in the presence of a child.

It should be noted that experts understand the sexual nature of the juvenile involvement of the child, with her consent or without such consent, to sexual activity with an adult (or a person who is older the child not least than three years) in order to obtain sexual satisfaction or benefit.

Psychological violence is a form of violence that includes verbal abuse, threats, including against third persons, humiliation, persecution, intimidation, other acts aimed at limiting the will of the person, control in the reproductive sphere, if such actions or inaction caused the fear of the victim for their safety or security of a third party, caused emotional insecurity, inability to protect themselves or injurious to the mental health of a person.

As practice shows, the child often encounters at least one of the manifestations of psychological violence: the child was either humiliated (including abusive lyrics), or was criticized with disrespect for her personality, or threats and / or unjustified prohibitions or restrictions that they did not have with the aim of (or even hindering) the child's development of an adequate standard of living and development, or refraining from dangers for his life, health, normal social functioning. It is important to understand that psychological violence accompanies all other forms of violence in the community, because beating or incest always causes not only physical but also mental injury to the personality of the victim.

Economic violence is a form of violence that involves deliberate deprivation of housing, food, clothing, other property, funds or documents or the ability to use them, abandonment without care, obstruction in obtaining the necessary services for treatment or rehabilitation, forbidding working, forcing to work, a ban on studying and other offenses of an economic nature.

Closer attention should be paid to particular groups of children and young people who are particularly vulnerable. Among them are children with disabilities, as well as children from minority communities, which can be particularly vulnerable if their communities are discriminated against. Among these groups are children who are refugees, asylum seekers and children with disabilities. Abuse can also occur in families where alcoholism, drug abuse, domestic violence, or mental health problems exist.

Members of Congregation are designed to help children learn to identify and use internal and external resources to overcome difficult life situations. In the case of children faced with certain difficulties, they must know who to turn to. It is therefore necessary to educate children trust and openness to parents, adults, or in need of need, children need to know that may apply to government agencies.

Members of the Congregation should pay attention to the peculiarities in the behavior of the child, which can testify to the dangers of violence and intervene in the situation.

6. Disclosure of information and rules and procedures to reduce the risk of violence

Disclosure (that is, when a particular allegation of abuse is committed against a particular person) and suspicion (that is, when concerns about abuses that might or should have been promising) should always be explored and promptly taken to ensure the well-being of children.

Any information offered in confidentiality should be obtained on the basis that it will be passed to the appropriate people who have the authority: this may be the responsibility of the person or child protection staff in statutory institutions. Parents or guardians will also be notified. In addition, privacy should be closely monitored.

If any employee or volunteer suspects of abuse or if the child reports this, the following steps should be taken immediately:

- Talk to the child: reassure her, and express her full support and confidence in her story.
- Report this to a senior manager.
- Refer to the relevant department of social services or police.

If the child tells you that such actions are occurring or that they were offended, use the following methods:

- Accept what the child says.
- Get to the supposed violation seriously.
- Assure the child did the right thing, telling you.
- Let the child know what you need to say to someone else. Do not promise complete confidentiality.
- Let the child speak fluently. Your questions should relate only to the treatment itself, without questioning, so that the child does not appear to be interrogated. Trust the clarification of the details of the circumstances to a specialist who knows in which way it is best to do without unnecessary injuries to the child.

- Let the child know what you are going to do next and that you will give her information about what will happen.
- Think carefully about what you have heard while it is still fresh in your memory. Remember the date and time of the conversation, and any point that is important for disclose information.

7. Conclusion

Members of the Congregation are the community in which the dignity of the human person stands in the first place, since person is created on the image of God. Members of the Congregation primarily care about the good of the neighbor in all its aspects. The Congregation recognizes that the issue of protecting children is a global challenge. The Congregation is obliged to act at any time in the best interests of children, women and all vulnerable people. The Congregation shares the position of the Catholic Church that any Catholic community should be an example of best practice in the protection of children, and members of the Congregation must adopt and implement policies and procedures to ensure this. This policy is a step towards solving this problem. By introducing and reviewing these procedures, members of the Congregation undertake to raise the issue of protection as a priority in each situation.

8. Appendix

APPENDIX 1. ETHICS OF BEHAVIOR OF PERSONNEL

The organization creates and maintains a careful and safe environment for the child, free of cruel treatment and any exploitation. Employees of the Congregation should protect the dignity of children by demonstrating professional behavior based on the principles:

- tolerance;
- respect for the child's personality, her statements;
- voluntary;
- confidentiality;
- benevolence, disinterestedness, honesty and openness;
- social justice and equality;
- recognition of personal space.

The Congregation recognizes that brutal treatment and sexual exploitation are rude disciplinary offenses and crimes that are the reason for the termination of an employment contract with workers. Employees are strictly prohibited from engaging children in activities related to the exchange of money, goods, services or sex business, including involving children in the production of pornographic products, viewing and discussing them, including using Internet resources. An employee or volunteer organization is required to declare suspicion of abuse or sexual exploitation of the child to the head of an organization or local authority. An employee or volunteer organization must behave in accordance with generally accepted moral and ethical norms and priorities of the organization. There are some simple rules and procedures that minimize the risk of violence. Most of them are already running, but it's important that staff and organization volunteers check that these rules are always working with children.

Preferably:

- Take care of your own safety.
- Relate to children with respect, recognizing the right of children to personal space and own opinion.
- Provide situations that can be risky and manage them.

- Plan and organize any event involving children so that the risk of violence is minimal.
- Monitor the situation by recognizing that there is a risk when working with a child alone.
- Motivate children to tell others about their problems.
- Helping children who were rejected by the group have become victims of intimidation and ill-treatment.
- Do everything possible so that children and young people feel confident enough and can point adults to attitudes and behavior that they do not like.
- Remember that someone may misinterpret your actions, regardless of the good intentions.

Not desirable:

- Do not be alone with a child without need for it.
- If possible, plan events so that at least one person is present with you, or other people have heard and seen you.
- Do not take children alone in the car, even for short trips.
- The exception is security.
- Be sure your parents or those who replace them are aware of your actions.
- Avoid inappropriate physical contact.
- Avoid demonstrations of inappropriate behavior such as anger, anxiety, and the like.
- Do not show a special attitude, favoritism to any personality.
- Do not make remarks or gestures (even fun).
- Do not exaggerate or diminish the importance of issues relating to child abuse.
- Do not rely solely on your good name that protects you. Do not believe in the words “It will never happen to me”.
- Do not violate your child’s privacy based on her age and individual characteristics.

I carefully read the requirements of the Ethics of Personnel Behavior and discussed them with my supervisor.

I agree with the key values of the organization, and I realize that the organization expects me to comply with the rules that are described in the ethics of personnel behavior.

I also understand that, otherwise, disciplinary and legal sanctions will be applied.

Signature _____ (Name, Surname) _____

Date _____

APPENDIX 2. EXAMPLE OF THE REPORT.

An example of a report in case of suspicion of violence and / or ill-treatment of a child

Part one: about you

Full name:

Your position in the organization:

Who are you for a child or a young person:

Part two: about a child

Name:

Gender:

Age:

Address:

With whom is the child (family, guardian / trustee, state institution, etc.)?
.....

Part three: your actions

Describe your suspicions of child abuse

.....

What did you complain to

Character of child's suspicions / complaints:
.....

Observations made by you (for example, emotional state of the child, any physical evidence):
.....

Write what the child told you and what you said to him:

Any other information relevant to the case:

Did you inform the police (if so, was the case instituted, if not, when you are about to do it).....

Did you inform parents, guardians or other persons who represent the legitimate interests of the child:

Time and date of application:

A person suspected of committing violence against a child (surname, name, position):

Your actions:

Signature.....

Date.....

Responsible person for the Safeguarding Policy in the Congregation of the Sisters of the Holy Family is the member of the Congregation **sr. Atanasiya Smetanyak**.

The Safeguarding Policy approved by General Superior of the Congregation of the Sisters of the Holy Family **sr. Nataliya Melnyk** on February 20, 2019.

Date 20.02.2019



Signature

[Handwritten signature] /sr. Nataliya Melnyk/