



Child Protection & Safeguarding Policy

Daem Association for Women Empowerment

1. Introduction & Ethical Commitment

Daem Association is committed to providing a safe environment that ensures the protection of children from all forms of violence, abuse, or exploitation. This policy is established in accordance with:

- **The UN Convention on the Rights of the Child (UNCRC).**
- **Keeping Children Safe: International Child Safeguarding Standards.**
- **EU General Data Protection Regulation (GDPR).**
- **Jordanian National Legislation** regarding child rights and family protection.

2. Core Principles

- **Best Interests of the Child:** The best interests of the child shall be the primary consideration in all actions, decisions, and activities undertaken by the Association.
- **Duty of Care:** The Association acknowledges its duty of care toward all children involved in, or affected by, its operations (e.g., the Pro-Care Jordan project).
- **Non-Discrimination:** All children have an equal right to protection regardless of race, gender, religion, disability, or socio-economic status.
- **"Do No Harm" Principle:** We ensure that our interventions do not cause any unintended physical or psychological harm, including stress, anxiety, or invasion of privacy.

3. Operational Safeguarding Measures

- **Safe Recruitment & Background Checks:** Every individual (staff, volunteer, or contractor) in direct contact with children must undergo a criminal record check and behavioral vetting prior to engagement.
- **Informed Consent:** Children and their families must be fully informed about the nature of activities to enable them to provide voluntary, informed consent.
- **Field Visit Protocol:** It is strictly prohibited for a single staff member to be alone with a child. Home and field visits must be conducted by at least two team members.

- **Voluntary Participation:** Children have the absolute right to withdraw from any activity at any time without providing justification.

4. Data Protection & Privacy

- **GDPR Compliance:** The Association adheres to strict data protection standards regarding the acquisition and use of participants' personal data.
- **Media Policy:** Publishing photos or personal information of children for media or reporting purposes is strictly prohibited without explicit, written consent from legal guardians, ensuring the child's dignity is maintained.

5. Reporting & Response Mechanism

- **Mandatory Reporting:** Staff are obligated to immediately report any suspicion of child abuse or exploitation through internal institutional channels.
- **Confidentiality:** All reports are handled with the utmost confidentiality to protect whistleblowers, witnesses, and the children involved.
- **Referral Pathways:** The Association activates formal referral pathways to national support services in Jordan to ensure victims receive immediate professional assistance.

6. Governance & Risk Management

- **Risk Management Committee:** The Committee (CEO, Financial Manager, and Project Manager) is responsible for periodic risk assessments and monitoring the implementation of this policy.
- **Accountability:** Claiming "good faith" or "ignorance of the policy" does not excuse any failure to protect a child or any breach of safeguarding standards.
- **Continuous Training:** Regular training sessions are provided to all staff to ensure they are up-to-date with international safeguarding practices.

Effectiveness: This policy is an integral part of Dae'm Association's internal control system and is effective immediately upon approval.

Date of Approval: April 21, 2022

