



1. Introduction

Intermunicipal Community of Médio Tejo, hereinafter referred to as “**CIM Médio Tejo**”, is committed to providing a safe and inclusive environment for all, including children with whom it interacts in the execution of its competences and in the scope of its different projects.

2. Concepts

Child: person under 18 years of age.

Child protection: comprehensive set of policies, procedures and actions aimed at identifying, preventing and responding to harm, abuse or exploitation of children that occur in the context of the organization's intervention.

Child safeguarding: proactive measures and strategies implemented to create a safe and protective environment for children's development, preventing any conditions to their well-being.

Child protection Focal Point: person or persons designated to supervise the protection of children in CIM Médio Tejo.

3. Principles

CIM Médio Tejo guides its intervention by the following principles: in the best interests of the child; all children have the right to be protected from harm, exploitation, discrimination and abuse; children's voices and opinions will be considered in matters that affect them.

4. Roles and Responsibilities

CIM Médio Tejo designates a focal point, responsible for overseeing protection efforts, maintaining policies and procedures, and ensuring compliance. The focal point will serve as the main point of contact for any child protection concerns, reports or requests within CIM Médio Tejo. All employees of the organization are responsible for promptly reporting to the focal point any concerns related to child protection detected in the context of their duties.

The current focal point is RAP - Psychological Support Response for children and youth victims of domestic violence in Médio Tejo - RAP-Médio Tejo, rap@cimt.pt, 249 730 060.

5. Code of Conduct

All employees, collaborators or volunteers of CIM Médio Tejo must have as reference that:

- All children should be treated with respect, dignity and kindness.
- Any behaviour that may be considered exploitative or harmful to children should be avoided.
- Any form of harassment, abuse or discrimination against children is absolutely prohibited.
- Appropriate limits should be maintained in any action involving children, and any form of physical or emotional harm should be avoided.
- Any concerns or suspicions related to child protection should be reported promptly to the focal point.

6. Procedures

Employees who may have, in the course of their duties, direct contact with children, will be submitted to background checks through the application of the Criminal Record Certificate.

7. Analysis and Response

Any concerns or suspicions related to the protection of children are immediately reported to the Focal Point, who will investigate the matter and take appropriate action, which may include involving relevant authorities if necessary.

8. Confidentiality

All information related to the protection of children will be treated confidentially, with information shared only between those who have a legitimate need for their knowledge.

Personal data of children is not collected unless it is defined as strictly necessary.

Any collection of personal data from children, or collection of images or testimonies (audio or video) requires the prior consent of the responsible adult, in a document that expresses the respective authorization.

When collected, data is processed and disclosed in an aggregated form.



9. Review and update

This Child Protection Policy will be reviewed and updated as necessary to ensure its effectiveness.

10. Compliance and Implementation

CIM Médio Tejo is committed to implementing the Children's Protection Policy effectively and ensuring that all employees and participants are aware of and comply with its provisions.

By adopting this Child Protection Policy, CIM Médio Tejo reaffirms its commitment to creating a safe and inclusive environment for children involved in its activities.

This policy establishes principles and guidelines to prevent and respond to any concerns that may arise in the course of the organization's activities and projects.

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Manuel Jorge Séneca da Luz Valamatos dos Reis, President of Médio Tejo Inter-municipal Community