CHILD AND VULNERABLE PERSONS SAFEGUARDING POLICY
(EXCERPT)
Charitable organization
“Dzherelo Rehabilitation Centre”
Approved by Order
No. 15/1 dated 18 August 2025

This Excerpt has been prepared for the purpose of public information on the key principles, approaches, and mechanisms for safeguarding children and vulnerable persons adhered to by the Dzherelo Centre in its activities. The Policy defines the framework for responsible, ethical, and safe interaction with children and vulnerable persons in accordance with the legislation of Ukraine and international safeguarding standards.

1. Purpose and Scope of the Policy

1.1. This Excerpt from the Regulations of the charitable organization “Dzherelo Rehabilitation Centre” (hereinafter — the Centre) reflects the key provisions of the Centre’s internal policy aimed at preventing any forms of violence, abuse, exploitation, and misconduct against children and vulnerable persons (hereinafter — the Safeguarding Policy).

1.2. The purpose of the Safeguarding Policy is to:
• create and maintain a safe, inclusive, and dignified environment for children and vulnerable persons receiving the Centre’s services;
• ensure zero tolerance for any forms of violence, discrimination, humiliation of dignity, or abuse of power;
• introduce clear mechanisms for prevention, identification, reporting, and response to cases or suspicions of violence;
• ensure compliance of the Centre’s activities with the national legislation of Ukraine and international safeguarding standards.

1.3. The Safeguarding Policy is based on the principle of the paramount importance of the safety and well-being of the child, as well as on recognition of the particular vulnerability of persons who, due to age, disability, health condition, social circumstances, or crisis situations, may be unable to fully protect themselves independently.

1.4. The scope of application of the Policy extends to:
• all Centre employees regardless of position and form of employment;
• volunteers, interns, consultants, contractors;
• partner organizations and individuals involved in the implementation of the Centre’s programs and projects;
• all activities, programs, and services of the Centre carried out both on the premises of the institution and outside it, including in communities.

1.5. The Safeguarding Policy is mandatory for compliance by all persons to whom it applies and constitutes an integral part of the Centre’s quality management, safety, and accountability system toward children, families, the community, and donors.

1.6. The full text of the Regulations approved by Order No. 216/od dated 15.10.2025 is in force as an internal regulatory document of the Centre. This Excerpt has been prepared for informational and communication purposes, including publication on the Centre’s official website and familiarization of international partners and donors.

2. Key Definitions

2.1. Within the framework of this Policy, children are understood to be all persons under the age of 18, regardless of gender, citizenship, health condition, social status, or other characteristics. The Centre recognizes children as a separate category with an increased level of vulnerability and ensures their priority protection from any forms of violence, exploitation, or abuse.

2.2. Vulnerable persons are considered to be adults who, due to disability, age, physical or mental health condition, social, economic, or crisis life circumstances, may be unable to independently and fully protect their rights and interests or report cases of violence. The Centre takes into account the increased risks for such persons and applies enhanced safeguarding measures to them.

2.3. Safeguarding, within the meaning of this Policy, is a system of preventive, organizational, and responsive measures aimed at preventing harm, violence, exploitation, and abuse against children and vulnerable persons in the course of the Centre's activities. Safeguarding is an integral part of the organizational culture, staff codes of conduct, and risk management system.

2.4. The Policy covers all main forms of violence against children and vulnerable persons, in particular:
• physical violence;
• sexual violence and exploitation;
• psychological violence;
• economic violence.
The Centre recognizes that these forms of violence may be combined, may be systemic or hidden in nature, and may require a comprehensive response.

3. Key Principles of the Safeguarding Policy

3.1. The activities of the Dzherelo Centre in the field of safeguarding children and vulnerable persons are based on respect for human rights, human dignity, and the best interests of the child. All decisions and actions are taken with due regard to the paramount need for the safety and well-being of the affected person.

3.2. The Centre adheres to the principle of zero tolerance for any forms of violence, exploitation, discrimination, or abuse of power. No circumstances, status, or position may serve as justification for violent or unacceptable behavior.

3.3. The priority of the Policy is to ensure the physical, psychological, and emotional safety of the affected person. Responses to cases or suspicions of violence are carried out in a manner that minimizes the risk of repeated harm and secondary traumatization.

3.4. The Centre ensures confidentiality of information and protection of personal data of children and vulnerable persons. Access to information is restricted exclusively to those involved in response and assistance provision, in accordance with the requirements of the legislation of Ukraine.

3.5. The Safeguarding Policy is implemented on the principles of transparency, accountability, non-discrimination, and impartiality, and provides for active cooperation with state authorities, partners, and the community in order to create a safe environment.

4. Reporting and Response Procedure

4.1. Every employee, volunteer, intern, contractor, or other person involved in the Centre's activities is obliged to immediately report any known or suspected case of violence, abuse, or threat to the safety of a child or vulnerable person.

4.2. Reporting of cases or suspicions of violence is carried out in accordance with the Centre's internal procedures and does not require full confirmation of the fact of violence. A reasonable suspicion is sufficient grounds to initiate a response.

4.3. In the event of identifying a risk or fact of violence, the Centre takes immediate measures to ensure the safety of the affected person and, if necessary, involves emergency and competent state services.

4.4. The Centre informs the relevant state authorities in the manner and scope determined by the legislation of Ukraine and organizes the provision of psychological, social, medical, or other necessary assistance in accordance with the individual needs of the affected person.

5. Responsibility and Governance

5.1. Overall responsibility for the implementation, compliance, and effective functioning of the Safeguarding Policy within the Centre rests with the Director of the Centre. The Director ensures appropriate organizational conditions, resources, and managerial decisions for the implementation of safeguarding principles across all areas of the institution's activities.

5.2. For the practical implementation of the Policy, a Safeguarding Focal Point for Children and Vulnerable Persons is appointed at the Centre, who acts in accordance with internal procedures and the current legislation of Ukraine.

5.3. The Safeguarding Focal Point for Children and Vulnerable Persons:
• receives and registers reports of cases or suspicions of violence;
• coordinates response actions and the implementation of the Centre's internal procedures;
• ensures compliance with the principles of confidentiality and personal data protection;
• cooperates with competent state authorities and partners;
• organizes and conducts training, briefings, and awareness-raising activities for staff on safeguarding issues.

5.4. The contact details of the Safeguarding Focal Point for Children and Vulnerable Persons are publicly available and published on the Centre's official website to ensure accessibility of reporting mechanisms.

6. Prevention and Safe Environment

6.1. The Dzherelo Centre implements a systematic approach to preventing violence and creating a safe environment for children and vulnerable persons within all programs and services.

6.2. For the purpose of risk prevention, the Centre implements a set of preventive measures, including:
• regular training and capacity building of staff on safeguarding issues;
• informing children, vulnerable persons, and their legal representatives about rights, protection mechanisms, and reporting options;
• systematic risk assessment in the Centre's activities and during program implementation;
• adherence to ethical standards of professional interaction;
• use of safe and appropriate approaches to communication and physical contact;
• placement of information about the Safeguarding Policy in open access.

6.3. The Centre recognizes that building a culture of safety is a shared responsibility of all employees, volunteers, and partners.

7. Safe Recruitment

7.1. All employees and volunteers of the Centre whose activities involve contact with children and vulnerable persons undergo safe recruitment procedures in accordance with internal rules and applicable legislation.

7.2. The safe recruitment procedure includes:
• verification of information regarding the presence or absence of criminal records within the limits provided by law;
• assessment of the candidate's compliance with the ethical standards and values of the Centre;
• mandatory familiarization with the Safeguarding Policy;
• provision of a written commitment to comply with the requirements of the Policy.

7.3. Failure to comply with the provisions of the Safeguarding Policy constitutes grounds for the application of appropriate managerial, disciplinary, or other measures in accordance with the legislation of Ukraine and the Centre's internal documents.

8. Monitoring and Review

8.1. The Centre carries out regular monitoring of the implementation of the Safeguarding Policy, analyzes incidents, reports, and the effectiveness of applied response procedures.

8.2. Based on the results of monitoring and taking into account changes in legislation, international standards, or social service delivery practices, the Centre updates the Policy and internal procedures as necessary in order to enhance the level of safeguarding.

9. Final Provisions

9.1. This Excerpt is a shortened public version of the Child and Vulnerable Persons Safeguarding Policy of the Dzherelo Centre.

9.2. The full text of the Regulations approved by Order No. 15/1 dated 18.08.2025 is in force as an internal regulatory document of the Centre and is provided for review upon request.