

CHILD PROTECTION POLICY

2026
EDITION



1. INTRODUCTION AND PURPOSE

FAJUB is committed to ensuring the safety, well-being and dignity of all children (under 18 years of age) who participate in its activities, projects or who, in any way, come into contact with employees, volunteers or partners of the association.

This policy defines principles, responsibilities and procedures for prevention, action and reporting of situations of risk, neglect, mistreatment or any form of exploitation of children.

2. SCOPE AND DEFINITIONS

2.1 Scope

This policy applies to:

- To all FAJUB employees, volunteers, interns and service providers;
- To partners, suppliers and guests involved in FAJUB initiatives that include contact with children;
- To all activities in Portugal or abroad, in person or digitally.



2.2 Definitions

- Child: Person under 18 years of age (or older age defined by law).
- Abuse/mistreatment: Act or omission that causes physical, psychological, sexual harm, neglect or exploitation.
- Exploitation: Use of children in work, sexual, commercial or other activities that violate their dignity.
- Neglect: Failure to ensure the child's basic needs (food, health, education, affection, protection).
- Safeguard: Prevention and protection measures that ensure the child's well-being.
- Report: Formal communication of suspicion or occurrence of abuse.
- Child Protection Designee (DPI): Person responsible, within FAJUB, for receiving and forwarding complaints.

3. LEGAL FRAMEWORK

This policy is based on the Portuguese and European legal framework, namely:

- Law No. 147/99 of 1 September (Law on the Protection of Children and Young People at Risk), amended by Law No. 142/2015;
- Portuguese Penal Code, which criminalizes mistreatment, sexual abuse, exploitation and child pornography;



- United Nations Convention on the Rights of the Child, ratified by Portugal;
- Lanzarote Convention for the Protection of Children against Sexual Exploitation and Abuse;
- General Data Protection Regulation (GDPR) to safeguard personal data.

Competent bodies in Portugal:

- CPCJ – Child and Youth Protection Commissions;
- Judicial Police / PSP / GNR and Public Prosecutor's Office;
- National Commission for the Promotion of the Rights and Protection of Children and Youth (CNPDPJCJ);
- Children's Line 800 20 66 56 (free and confidential).

4. GUIDING PRINCIPLES

- Best interests of the child: priority in all decisions;
- Zero tolerance for any form of abuse;
- Prevention as the first protective measure;
- Confidentiality in data processing and complaints;
- Equality and non-discrimination in all actions;
- Child participation, ensuring that their voice is heard in a way appropriate to their age and maturity;
- Transparency and accountability of all stakeholders.



5. PREVENTIVE MEASURES

5.1 Recruitment

- Criminal background checks for all staff and volunteers working with children;
- Request for previous references;
- Inclusion of a clause complying with this policy in contracts and volunteer terms.

5.2 Training

- Mandatory child protection training for all employees and volunteers;
- Annual updates and refresher sessions.

5.3 Code of Conduct

- Prohibition of any form of physical punishment, sexual contact or inappropriate language;
- Communication with children only through official and supervised channels;
- Clear rules on capturing and sharing images: only with written consent from guardians.

5.4 Risk Assessment

- Before each activity, identify potential risks and implement mitigating measures (e.g., adequate adult/child ratio, supervised spaces, safe transportation).



5.5 Digital Security

- Parental consent to participate in online activities;
- Prohibition of unauthorized private contacts between adults and children on digital platforms;
- Monitoring of online groups moderated by FAJUB.

6. REPORTING AND RESPONSE

6.1 Reporting Obligation Any employee, volunteer, or partner who suspects or observes abuse must immediately report it to the DPI. In cases that constitute a public crime (sexual abuse, mistreatment), reporting to the authorities is mandatory.

6.2 Procedure

- 1.Receipt: The DPI records the complaint confidentially.
- 2.Assessment: Checks the urgency and takes immediate protective measures.
- 3.Forwarding: Inform the Management and, if necessary, contact the CPCJ or police authorities.
- 4.Internal investigation: Only to the extent that it does not compromise external investigation.
- 5.Monitoring: Ensure psychological, medical and social support for the child involved.



6.3 Whistleblower Protection

- No one will be retaliated against for reporting in good faith;
- Whistleblower's identity kept confidential, unless legally required.

7. RECORDS AND CONFIDENTIALITY

- All records of incidents and complaints will be securely archived and accessible only to the DPI and Management;
- Conservation according to legal deadlines;
- For external reporting, personal data will be anonymized.

8. MONITORING AND REVIEW

- FAJUB Management is responsible for the implementation and annual review of this policy;
- Periodic internal audits to assess effectiveness;
- Feedback collected from children, families and partners for continuous improvement.

9. DISCLOSURE

- Publication of the policy on the FAJUB website and in physical format at the facilities;
- Adapted version in accessible language for children and families;
- Contact details for the Braga CPCJ and Linha Criança are visible throughout the association.



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