



Child Protection Policy

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1. PURPOSE

The purpose of the Child Protection Policy of the Deree College Athletic (here on referred to as DCAC) is the safety and the protection of children in the environment of the DCAC.¹

The protection of children in the broader sense of the term is defined as the implementation of measures for the assurance of the children's rights as they are stated in the United Nations Convention on the Rights of the Child Act (UNCRC) as well as in the European and National legislature. More specifically, the protection of children concerns their right not to undergo any form of violence, abuse, neglect, abandonment and exploitation. This Policy focuses on the specific meaning of the protection of child.

The protection of the child in the school and out of school environment is an international priority of the educational policy due to concern over the incidents of abuse and neglect of minors, meaning a violation of the human rights of the child, and the realization that there has been an increase in the cases of sexual exploitation and abuse on both a national and international level due to the increasing use of technology of information and communications².

The coaching and administrative staff of the Deree College Athletic Club interacts with children on a daily basis and can detect children that may be in need of assistance and protection. The responsibility of the adults that are affiliated with the Association to protect the underage athletes that need it, is professional, ethical and lawful.

The Child Protection Policy is based on three pillars: prevention, through the creation of a safe and positive school environment by setting specific limits regarding the relationship between the faculty and the children, protection, through the enactment of policies and codes of conduct and proper behavior, and the support of children who have undergone abuse.

The coaching and administrative staff of the Deree College Athletic Club has the responsibility to report to the Administration any violations or suspicion of violations of these codes of conduct and policies. In the case of any indication of abuse or neglect of a minor, the Management and/or the Administration reports the incident to the Authorities.

¹ See Law 3727/2008 (Official Government Gazette 257 / AD / 18-12-2008) entitled 'Ratification and implementation of the Council of Europe Convention for the Protection of Children against Sexual Exploitation and Abuse; measures to improve living conditions and decongestion of detention facilities, and other provisions.

² See law 3727/2008 (Preface), also see the United Nations International Convention for the Rights of the Child [Article 3 (concept of child's best interest), Article 12 (Freedom of expressing opinions related to cases that concern the child, especially the right to administrative and judicial hearings that concern him/her), Article 19 (protection from every form of violence, insult or physical and mental violent acts, bad treatment or exploitation, including sexual violence, during the time the child is under the custody of the parents, or of one parent, or the legal guardians, or any other person that they have been trusted with), Article 39 (governmental provisions for the facilitation of physical and psychological recuperation and the social integration of every child victim: of any type of neglect, exploitation, or abuse, torment or any other form of harsh, inhumane or humiliating treatment or punishment or armed conflict)].

The Child Protection Policy is posted on the website of the Deree College Athletic Club, and is at the disposal of the parents and legal guardians of the young athletes, as well as anyone who is interested in it. The Deree College Athletic Club organizes the update of the teaching and administrative staff, including targeted annual training, and ensures the harmonization of the hiring procedures with international best practices.

2. SCOPE OF IMPLEMENTATION

This policy is binding for the coaching and administrative staff of the Deree College Athletic Club, and every adult that works within the DCAC or/and interacts directly with children and without supervision.

For the purposes of this Policy, a “child” is defined as any person under the age of 18, and every athlete of the DCAC over 18 years of age.

The private and public conduct of the adults who are affiliated with the DCAC, can inspire as a positive role model, or can harm others, especially minors, in the case that it is inappropriate. All those who are bound by this present Policy are responsible for both their public and private conduct, for the safety and the protection of the child.

The “environment of the DCAC” extends to the athletic events and activities that take place outside the facilities of the DCAC or online.

The adults that are affiliated with the DCAC are responsible for maintaining the limits regarding the physical, emotional and sexual conduct, according to the professional principles that are imposed within the framework of the educational and athletic environment. Specifically, any conduct of sexual nature that is targeted to minors is forbidden, under their responsibility; this constitutes abuse, exploitation and harassment of the minors.

The improper touch, rape, and incest constitute forms of sexual abuse³ and can take place at home, at school, and at places that provide services of care, entertainment, tutoring etc. to children. Children are particularly vulnerable to sexual abuse, as adults can exert authority and power while their access to mechanisms of report submission is often limited.

3. RULES AND REGULATIONS OF CONDUCT FOR THE PROTECTION OF THE CHILD

The coaching and administrative staff of the Deree College Athletic Club and every adult that is employed by the DCAC or participates in the athletic activities is obliged to honor the duties and the responsibilities that the law⁴ requires and:

- i. treat everyone , especially the children, with respect, patience, integrity, kindness and understanding

³ The Directive 2011/93/EE has as its aim the harmonization of the member countries towards the legislature of minimal penal sanctions for the various sexual abuse offences. It makes allowances for stricter sentences in the case that the offences are committed by individuals in positions of trust especially regarding children who are particularly vulnerable and in cases of coercion. In addition, this Directive is the most significant legal act which restrains pornography.

⁴ Article 36, Chapter E', (Official Government Gazette/ΦΕΚ) 1340/2002 - Φ.353.1/324/105657/Δ1/2002.

- ii. maintain a supportive role of encouragement and acceptance and promote collaboration
- iii. be aware of the sensitive situation that the adults who directly interact with children or young people are in, as well as the vulnerable situation children are in
- iv. understand that the responsibility for adhering to the limits – physical, emotional and sexual conduct – during the interaction with children, lies with the adult
- v. ensure that the interaction with children takes place in public places or in the presence of colleagues or parents and legal guardians.
- vi. contribute to a safe environment for the children of the Deree College Athletic Club
- vii. understand that the touch/physical contact with another person can be misinterpreted and therefore should assess, according to his/her professional judgement, the appropriateness of the expression of interest, care, approval, through physical contact and avoid conducts that can be perceived as improper (eg. tickling, kissing, pinching, caressing)⁵
- viii. participate in training/educational seminars that are organized by the Deree College Athletic Club for matters regarding the protection of the child

Also:

- ix. it is forbidden to pursue secret physical contact with children, for personal pleasure or to take advantage of a position of power against them
- x. it is mandatory to report incidents, which could be misinterpreted and jeopardize the children, the DCAC or their own professional position, in a timely manner, and to record/report possible indications or the suspicion of feelings of a sexual nature of a child toward a member of the teaching or administrative staff
- xi. it is obligatory to be ready to account for the way one comes in physical contact with children, within the framework of the athletic activities, as every physical contact may be subject to inspection
- xii. in the case that the regular contact with an isolated child or young person is required for educational/athletic purposes, as in the case of a child with disability, chronic illness or special educational needs, he/she is required to make an officially agreed tailor made plan, with the participation and the consent of the parents/legal guardians of the athlete, in which the needs for the regular physical contact will be justified and defined; this plan is subject to revision at least annually
- xiii. it is obligatory, in the case that it is known that a child is going through abuse or has undergone abuse⁶ in the past, for the adult to be especially cautious during

⁵ It is pointed out that that the adoption of a “no touch” approach of the educational process is unrealistic and unsuitable. The appropriateness of a touch or the physical contact with children depends on the type of school activity and its duration, which in any case must be limited, the age, the developmental stage, the gender, the religious identity, and other cultural characteristics, as well as the idiosyncrasy of each child.

⁶ Indications that may support the suspicion of child abuse are wounds that cannot be justified convincingly by parents or legal guardians, changes in behavior, especially the use of substances or alcohol, or sexual conduct that exposes the under-age person to danger, repeated inexcusable absences from school, psychological problems such as excessive anxiety or depression, the allocation of responsibilities at home that are unsuitable for his/her age, the use of language with sexual innuendos or material, including internet material which is considered inappropriate for the child’s age, the lack of communication of the parents with the school, psychological problems that the parents or legal guardians face, such as depression, the use of substances by the parents or legal guardians and domestic violence.

the physical contact and if the child itself seeks touch or physical contact, to discourage him/her, while helping the child understand the significance of setting limits regarding one's personal space

- xiv. it is forbidden to exert physical violence for the imposition of discipline or physical punishment with the aim to inflict pain or discomfort on the child
- xv. it is obligatory to intervene when there is proof or there are indications/suspicion of abuse⁷, harassment, neglect of a minor, or improper conduct towards the child and report the incident following the procedures that this Policy states (see below)
- xvi. it is obligatory to fully cooperate when asked by the Direction and/or the Administration for the investigation of an incident of child abuse
- xvii. it is obligatory to report incidents to the Management providing all the evidence, stating if he/she is a witness to this incident or whether he received the report and if a discussion with the child has taken place prior to the report, it is crucial for the actual child's words to be transferred, as much as possible

- xviii. it is obligatory to abide by the principles of safety and transparency during the communication with the children as they are stated in the following prohibitions/suggestions
 - Communication that exceeds the scope of responsibilities and is not related to the professional capacity of the adult
 - For the communication, the email of Deree College Athletic Club must be used and the electronic platforms that the DCAC uses. The internet communication through the accounts of Social Media (from here on SM) or messaging applications will take place only in group discussions and for the sole purpose of notification of the children regarding the activities of the DCAC, following the initial notification of the parents/legal guardians

- xix. it is forbidden to touch or talk to a child in an improper way (eg. with sexual innuendos)
- xx. it is forbidden to physically or emotionally abuse children and young people with conduct such as strikes on the body and face, belittlement, mockery, threats and humiliation.
- xxi. it is forbidden to smoke , to be under the influence of alcohol or narcotic substances while working and interacting with children and young people
- xxii. it is forbidden to accept or to give personal gifts to children without their parents/legal guardians knowledge of it
- xxiii. It is forbidden to use profanity in the presence of children

4. PROCEDURE AND REFERENCE POINT OF INCIDENT

The Executive Director of the Deree College Athletic Club is responsible for the monitoring and assessment of the application for the annual review of this Policy, assisted by the Team

⁷ Signs of abuse that cause concern may be a child's behavior or behavior change, a reputation, a specific report from a child or trusted adult, or adult behavior that violates the rules and guidelines of this Policy.

for the Protection of the Child of the DCAC (see below). Among his responsibilities he must prepare the annual report, stating the number and nature of the reports that were submitted to the Administration of the DCAC, as well as the programming and the execution of updates and targeted training of the staff.

The Team for the Protection of the Child of the Deree College Athletic Club is comprised of the Secretariat General of the Association, the Executive Director of the Association and the Manager of Programs and Facilities, and is the competent authority for the examination of the reports that are submitted to the Management/Administration of the DCAC, so that the need for referral to our external legal consultants or to the competent authorities can be assessed.

The responsibility of reporting an incident lies with each adult that is affiliated with the DCAC. For the report of incidents in violation of this Policy, it is required that the Incident Report Form be filled out and be submitted to the Management and/or the Administration. The reference points of the report will be processed and further action that must be taken by the DCAC will be decided upon. If there are members of the Board of Directors of the DCAC are implicated in the reported incident, then the report is submitted to the President of the Deree College Athletic Club.

5. INSTRUCTIONS FOR MANAGEMENT OF ATHLETE REPORTS BY ADULTS THAT ARE AFFILIATED WITH THE DCAC.

The adults that are affiliated with the DCAC are obliged to be vigilant and to respond to reports or to the concerns of athletes who turn to them, and to suspicions of abuse of minors. More specifically:

- i. They are obliged to recognize and not to question the children's causes of concern, to fill out the Incident Report Form, which is accessible at the website of the DCAC: <https://www.dcac.gr/> and to report the incident to the Management and/or the Administration by the end of the day or within 24 hours at the latest. The concern of the child may be due to the conduct of students, to rumors, to the report content which is completed directly by the student himself/herself or by an adult person of trust, to report the behavior of an adult person.
- ii. They are obliged to notify the Management and/or the Administration and to submit the Incident report form by the end of that day.
- iii. They are obliged to manage incident reports, listening carefully to the narration of the incident by the child, without interruptions and interventions, asking the child to explain what happened and to describe the events.
- iv. They are obliged to calm the child down, to remain calm themselves, not to be judgmental and to show interest.
- v. They are obliged to inform the child that whatever is reported to them cannot remain a secret and that they are required to report the incident to the members of the coaching and administrative Staff who are responsible and trained to support the child.

- vi. They are obliged to make provisions so that the words which the child used to describe the incident, are reported as accurately as possible.

6. TEAM FOR THE PROTECTION OF THE CHILD

The team for the Protection of the Child in the Deree College Athletic Club is comprised of:

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| -Iliana Lazana, General Secretary | ilazana@acg.edu |
| -Theodore Priskomatis, Executive Director of Athletics | tpriskomatis@acg.edu |
| -Konstantinos Netsis – Programs and Athletic Facilities Manager | knetsis@acg.edu |

7. SENSITIZATION AND RAISING AWARENESS OF THE COMMUNITY OF THE DCAC

For the sensitization of the community of the DCAC, the Deree College Athletic Club takes the responsibility for the organization of updates, training sessions and educational seminars, on a regular basis for all the groups of adults who are affiliated with the DCAC and interact with the children and its environment. The aim of these initiatives is to set the limits for the conduct towards children and to define the internal procedures for dealing with incidents of violation of the Policy, on the one hand, while protecting the quality of the relationship of trust which develops between the athletes and the coaching and administrative staff of the DCAC.

The initiatives aimed at raising public awareness are addressed to:

- i. All the adults who are on the premises of the DCAC as well as those who frequently visit them, such as the parents or legal guardians of the athletes, who are obliged to be informed about the existence and the content of the major policies which concern the setting of limits to the relationships between the athletes and the coaching and administrative staff.
- ii. All the coaches and people who interact with the athletes within the framework of school activities, who are obliged to understand the Child Protection Policy, the types and indications of abuse, how to manage the reports/revelations of incidents of violation of the Policy and to discuss issues of child protection with colleagues.
- iii. The members of the Team for the Protection of the Child, who have the responsibility of examining the reports of serious incidents that are referred to them, and are obliged to be familiar with the procedures of managing personal data, files, and information (GDPR), the framework in which the reports are examined, and the collaboration with the students and their families, the types of abuse, the assessment criteria for the referral for further investigation or for professional appraisal as far as its handling is concerned.
- iv. The external associates of the DCAC, who, with the provision of the Management and Administration, are informed and accept this present Policy by signing official documents before or when they sign a contract with the DCAC. In the case that a violation of this Policy has been observed, the collaboration with the DCAC will end instantly, without any other obligation of the DCAC towards them.

- v. The candidates who wish to be hired by the DCAC in positions in the coaching or administrative staff, with the provision of the Management and Administration, are informed and accept the present Policy before or when they are hired by signing official documents.
- vi. The employees of the Association are informed about the present Policy with the provision of the Management and Administration and they accept it by signing official documents.

Responsible Office	Office of Athletics
New policy Adopted	February 2022
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