

CHILD PROTECTION POLICY

Transparency International Lithuania is a non-profit, non-governmental organisation established in 2000.

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1. INTRODUCTION

- 1.1. This Transparency International Lithuania Chapter (TI Lithuania) Policy is based on the “Child-Safe Environment Standards” (*liet. Vaikui saugios aplinkos standartai*), the legal acts of the Republic of Lithuania, and international principles for the protection of children’s rights. It is also an integral part of the TI Lithuania Code of Conduct, which is publicly available on the organization’s website.
- 1.2. This Policy applies to all individuals associated with TI Lithuania: employees, council members, shareholders, interns, volunteers, and suppliers of goods or services who collaborate with TI Lithuania.
- 1.3. Individuals associated with TI Lithuania must be familiar with TI Lithuania’s Child Protection Policy and comply with its provisions.
- 1.4. TI Lithuania maintains a zero-tolerance policy toward any form of violence, exploitation, or mistreatment of children.
- 1.5. Individuals associated with TI Lithuania shall ensure respectful, safe, and professional interaction in all situations and adhere to the highest standards of professional ethics, as applied in the implementation of TI Lithuania initiatives and in the conduct of research involving children, including any public dissemination of information or media communications.

2. DEFINITIONS

- 2.1. Child – a person under the age of 18, unless otherwise provided by the laws of the Republic of Lithuania.
- 2.2. Violence against a child – any direct or indirect intentional physical, psychological, or sexual impact on a child through action or omission, where such impact results in the child’s death, impairment of health or normal development, causes pain, or creates a risk to the child’s life, health, normal development, or violates the child’s honour and/or dignity. Neglect of a child shall also be considered a form of violence against a child. Actions involving the use of physical force against a child that cause physical or psychological pain shall not be considered violence where such actions are necessary to prevent a greater risk to the child’s physical or psychological safety, health, or life, and where such risk cannot be avoided by other means.
- 2.3. Mistreatment of a child – any form of exploitation of a child that causes actual or potential harm to the child’s health, survival, development, or dignity within a relationship of responsibility, trust, or power.

3. OBJECTIVES

- 3.1. The purpose of the Child Protection Policy is to ensure the safety of children in all activities involving individuals associated with TI Lithuania.
- 3.2. The Child Protection Policy defines the safeguarding measures applied to protect children, sets out standards of conduct for direct work with children, establishes how to protect children from abuse and harm, specifies reporting obligations in the event of incidents, and outlines appropriate response procedures.
- 3.3. This document provides persons associated with TI Lithuania with guidance on how to safeguard the well-being and best interests of children when working with them directly or indirectly.

4. DIRECT CONTACT WITH CHILDREN

- 4.1. TI Lithuania employees may have direct contact with children (for the purposes of implementing TI Lithuania initiatives and conducting research) only upon obtaining prior written consent of the children's parents or foster parents (guardians). TI Lithuania activities may be organised and carried out without separate parental or guardian consent only in cases where such activities are conducted in cooperation with third parties, such as schools, municipalities, national-level institutions, other organisations, or responsible adults who have obtained parental consent to involve children in educational activities in accordance with applicable legal requirements.
- 4.2. Where activities for children are organised outside a school setting and representatives of a school or another organisation holding parental or guardian consent are not present, TI Lithuania must ensure that written consent from parents or legal guardians is obtained, or that children participate while accompanied by parents, legal guardians, or other responsible adults.
- 4.3. Work involving children must be planned and structured and may be conducted both in person and remotely, ensuring a safe and inclusive environment.
- 4.4. When working with children, the following rules shall apply:
 - 4.4.1. avoid being alone with a child in an enclosed space without the presence of other adults, unless necessary;
 - 4.4.2. avoid communicating with children through personal social media accounts, unless necessary;
 - 4.4.3. do not photograph or film children without prior consent from

both the children and their parents or legal guardians, unless necessary;

- 4.4.4. when working with children remotely, communication must take place via secure and reliable platforms.

5. CONFIDENTIALITY PRINCIPLES

- 5.1. When processing children's personal data, such data shall be collected and used only to the extent necessary for the implementation of activities, in accordance with the requirements of the General Data Protection Regulation (GDPR), the legal acts of the Republic of Lithuania, and the provisions of the TI Lithuania Privacy Policy.

6. RECRUITMENT AND EMPLOYMENT

- 6.1. Candidates for employment at TI Lithuania whose roles involve direct activities with children may be employed only on the condition that a certificate is obtained from the Register of Suspects, Accused and Convicted Persons confirming that the individual has not been convicted of criminal offences related to the exploitation or abuse of children, or of intentional serious or very serious crimes (in accordance with Article 30 of the Law on the Fundamentals of Protection of the Rights of the Child of the Republic of Lithuania).
- 6.2. Persons associated with TI Lithuania whose activities do not involve direct and regular contact with children are not required to provide such a certificate and may perform their duties in the presence of children. However, such persons must not be left alone in a room with minors without the presence of other adults.

7. COMPLIANCE WITH THE CHILD PROTECTION POLICY AND INVESTIGATION OF REPORTS

- 7.1. Every representative associated with TI Lithuania who participates in activities involving children or who directly carries out activities for children is responsible for compliance with the provisions of the Child Protection Policy.
- 7.2. The person serving as the initiative leader or coordinator in projects in which children are directly involved is responsible for overseeing compliance with the Child Protection Policy; if no such person exists, in which case the Executive Director of TI Lithuania is responsible for overseeing compliance with the document. These individuals are also responsible for ensuring that employees understand and comply with these provisions and, if necessary, initiate additional training.

- 7.3. Reports of violations of the Child Protection Policy may be submitted via the TI Lithuania internal reporting channel by email to pranesk@transparency.lt, the operation of which is described in more detail in TI Lithuania's Code of Conduct.
- 7.4. Where a potential violation of children's rights is observed or suspected, individuals associated with TI Lithuania must immediately inform the Executive Director of TI Lithuania or use the internal reporting channel. Where necessary, competent authorities (the police and/or the State Child Rights Protection and Adoption Service) shall be notified in accordance with the procedures established by the legal acts of the Republic of Lithuania.

8. REVIEW AND AMENDMENT OF THE CHILD PROTECTION POLICY

- 8.1. Suggestions regarding the Child Protection Policy may be submitted by persons associated with TI Lithuania. Such suggestions shall be submitted orally or in writing to the Executive Director of TI Lithuania.
- 8.2. Executive Director of TI Lithuania regularly monitors whether the provisions of this Policy correspond to the actual situation and shall initiate its review when necessary. All TI Lithuania employees who have ideas or comments regarding this Policy may contact the Executive Director of TI Lithuania at any time. The Executive Director shall consider all comments and, where appropriate, initiate amendments to the Policy.

This Policy shall be adopted and amended by a decision of the shareholders, following prior approval of the draft by TI Lithuania's employees.