



## Yerelden Kalkınma Derneği

### Child and Adult Safeguarding Policy

**About the Organization:** Our organization is a local association based in Şanlıurfa, aiming to mobilize local and regional potential for holistic development. We engage in initiatives supporting economic, social, cultural, and environmental sustainability, contributing to policy development in these fields. Managed by a team of experts with diverse specializations, our association demonstrates competence in project development and representation in international NGO networks. Our mission is to build a strong civil society in a globalized world and guide the local civil community towards achieving this goal.

**Parties, Partnerships and Collaborations:** Our organization is committed to ensuring the safety of both children and adults under the framework of our child and adult safety policy. We take necessary measures to protect children from all forms of abuse and strive to create secure spaces for them. Similarly, for adults, we aim to prevent issues such as sexual abuse, harassment, and exploitation by implementing protective measures and fostering awareness. By establishing clear policies and procedures, we seek to ensure adults are safeguarded against such incidents while raising awareness about these critical issues. Organizations or individuals collaborating or partnering with us are required to meet minimum protection standards. We expect them to read, approve, and commit to adhering to our child and adult safety policy. We also ensure that our policy is explicitly included in agreements with our partners, guaranteeing their understanding and application of these requirements in their activities. During the contracting process, we pay special attention to ensuring that potential partners have no history of activities harmful to children. Furthermore, we reserve the right to terminate partnerships with parties found in violation of our policy during the collaboration period.

**Awareness:** Within our organization, we ensure that our policies are understood, adopted, and practiced by all employees. To achieve this, we conduct awareness activities during internal meetings and prominently display our policies in a visible location within our premises. Externally, during the contracting phase, we share our child safety policy with collaborating parties and ensure it is included as an annex to all agreements. Before starting any work, we require a signed commitment from collaborators, affirming their adherence to the policy. New employees are provided with orientation or training on the policy within their first month of employment. Additionally, we reinforce understanding through periodic follow-up sessions to ensure consistent application and awareness over time.

#### Concepts and Definitions

Association	: Yerelden kalkınma Derneği
YK	: Board of Directors
Coordinator	: Lead person implementing the project
Members	: The person or persons representing the association in the project
Participant	: Person participates in the project and carries out the relevant activity/work
Board	: Child and Adult Safeguarding Committee
Policy	: Child and Adult Safeguarding Policy





This policy has been established to prevent potential harm arising from the organization's activities, provide necessary intervention when required, and ensure appropriate support afterward.

### Policy Commitments and Principles

**Prohibition of Sexual Exploitation and Abuse:** It is a serious violation for individuals receiving aid or services to be subjected to sexual exploitation or abuse by association staff. Proven cases may result in disciplinary actions, including dismissal without notice.

**Prohibition of Sexual Relations with Children:** Regardless of the age of consent in the working region, any sexual relations with children (individuals under the age of 18) are strictly prohibited. Misunderstanding or misjudgment of a child's age is not an acceptable excuse. This prohibition includes all consensual relationships.

**Prohibition of Privileged Position and Sexual Relations:** Engaging in sexual relations in exchange for money, goods, jobs, aid, or services—intended to alleviate migration difficulties, address disadvantages, or prevent victimization—is strictly prohibited. This includes purchasing sexual services from sex workers.

**Unequal Power Relationships:** Sexual relationships between association employees and individuals receiving aid/services or those involved in association activities are strongly discouraged. Such relationships, based on unequal power dynamics, undermine the credibility and integrity of the association's activities. Employees misusing their positions to engage in sexual relations with beneficiaries are strictly prohibited.

**Mandatory Reporting:** Any staff member or individual who suspects or has concerns about sexual exploitation or abuse by a colleague, regardless of who employs them, must report such suspicions to the Child and Adult Protection Committee without delay.

**Awareness and Supportive Environment:** Association staff are responsible for fostering and maintaining an environment that promotes the prevention of sexual exploitation, abuse, and harassment. Leaders at all levels are tasked with creating and maintaining systems to support this environment.

**Child Safety Systems:** The association establishes and maintains systems that raise awareness about child safety, protect children from potential harm, and enable the reporting and resolution of safety concerns.

**Awareness of Responsibilities:** Everyone associated with the association is expected to understand their obligations regarding child protection and to know how to respond appropriately in such situations.

**Appropriate Recruitment Practices:** The association hires individuals who are suitable for working with children and implements rigorous child safety recruitment practices.





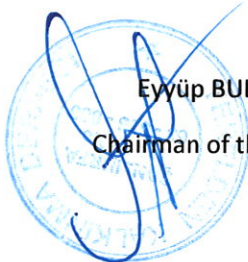
- **Policy Acknowledgment and Signature:** Reading, understanding, and signing the Child and Adult Protection Policy.
- **Policy Integration:** Implementing the policy in their personal work and acting in accordance with its requirements.
- **Commitment to Responsibility:** Pledging to comply with the association's Child and Adult Protection Policy throughout their tenure.

**Workflow Process and Implementation:** The workflow process of our association begins with raising awareness among relevant collaborators and participants from the moment the policy is defined. During the course of work, notification methods are taught, monitoring and control activities are conducted, and vulnerabilities and risks are reported to the Board of Directors. Preventive actions are supported, and the policy is regularly updated in line with developments. The implementation process consists of three phases: **Before, During, and After.**

1. **Before Phase:**
  - The policy is drafted, and awareness-raising activities are conducted.
2. **During Phase:**
  - Training on reporting methods is provided, and monitoring activities are carried out.
3. **After Phase:**
  - Data is conveyed to the Board of Directors, and the policy is updated if necessary.
  - Identified vulnerabilities during monitoring and control are addressed, and negative situations are prevented.

Notifications are made and addressed through designated communication channels. Personal data is kept confidential under the **Law on the Protection of Personal Data (KVKK)**. In cases such as sexual exploitation and abuse, relevant state authorities are notified, and necessary support is provided. The association commits to applying sanctions as stipulated by the **Child Protection Law** and the **Turkish Penal Code**.

Employees or members violating the principles and behaviors outlined in this policy document are subject to disciplinary actions that may result in dismissal or termination of membership. If evidence is found, volunteers and employees with financial ties to Yerelden Kalkınma Derneği will have their connections with the association terminated. The **Child and Adult Protection Committee** is responsible for conducting an appropriate investigation for employees violating the expectations outlined in this policy.


  
Eyyüp BULUT
   
Chairman of the Board