



**EAGLE**

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Sports Integrity Services

# Child Protection Policy

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## Introduction

The purpose of the Child Protection Policy of EAGLE Sports Integrity Services is to ensure the safety and protection of children during EAGLE Sports Integrity Services' operations. Child protection, in its broader sense, involves implementing measures to safeguard children's rights as outlined in the United Nations Convention on the Rights of the Child (UNCRC), as well as in European and national legislation. Specifically, this protection pertains to children's rights to be free from violence, abuse, neglect, abandonment, and exploitation. This policy emphasizes specific aspects of child protection.

Ensuring the safety of children is a global priority in educational policy, driven by concerns over the abuse and neglect of minors, which constitute violations of their human rights. There has been an increase in cases of sexual exploitation and abuse both nationally and internationally, partly due to the growing use of information and communication technologies.

The educators and administrative staff at EAGLE Sports Integrity Services interact with children and are in a position to identify those who may need assistance and protection. It is the professional, ethical, and legal responsibility of all adults associated with EAGLE Sports Integrity Services to protect any underage athletes in need.

The Child Protection Policy is founded on three pillars: prevention, by creating a safe and positive environment and setting clear boundaries for relationships between staff and children; protection, through the implementation of policies and codes of conduct and proper behavior and support for children who have experienced abuse.

The educators and administrative staff at EAGLE Sports Integrity Services are required to report any violations or suspicions of violations of these codes of conduct and policies to the Administration. Should there be any indication of abuse or neglect of a minor, the Management and/or the Administration must report the incident to the authorities.

EAGLE Sports Integrity Services provides internal training for team members twice a year on best practices and changes in child protection laws.

## Scope of Implementation

This policy is mandatory for the educators and administrative staff of EAGLE Sports Integrity Services, as well as for any adult working within EAGLE Sports Integrity Services or interacting directly with children without supervision.

For the purposes of this policy, a “child” is defined as any person under the age of 18.

The private and public behavior of adults associated with EAGLE Sports Integrity Services can serve as a positive role model or, if inappropriate, can cause harm, especially to minors. Those bound by this policy are accountable for their conduct in both public and private settings, ensuring the safety and protection of children.

Adults affiliated with EAGLE Sports Integrity Services are responsible for maintaining appropriate boundaries regarding physical, emotional, and sexual conduct, in accordance with the professional standards required within an educational and athletic context. Specifically, any sexual behavior directed toward minors is strictly prohibited, as it constitutes abuse, exploitation, and harassment.

Forms of sexual abuse, such as improper touching, rape, and incest, can occur at home, at school, and in places that provide care, entertainment, or tutoring services to children. Children are particularly vulnerable to sexual abuse because adults can exercise authority and power over them, and their access to reporting mechanisms is often limited.

## Rules and Regulations of conduct for the protection of the child

The educators and administrative staff of EAGLE Sports Integrity Services, along with every adult employed by EAGLE Sports Integrity Services or participating in athletic and educational activities, are required to uphold legal duties and responsibilities, and to:

- Treat everyone, especially children, with respect, patience, integrity, kindness, and understanding.
- Maintain a supportive role of encouragement and acceptance, fostering collaboration.
- Be aware of the sensitive position adults interacting directly with children are in, as well as the vulnerable situation of the children.

- Understand that the responsibility for maintaining appropriate physical, emotional, and sexual boundaries during interactions with children lies with the adult.
- Ensure interactions with children occur in public places or in the presence of colleagues, parents, or legal guardians.
- Contribute to creating a safe environment for the children.
- Recognize that physical contact can be misinterpreted and, using professional judgment, assess the appropriateness of expressing interest, care, or approval through physical contact. Avoid behaviors that could be perceived as inappropriate (e.g., tickling, kissing, pinching, caressing).
- Participate in training and educational seminars organized by EAGLE Sports Integrity Services on matters related to child protection.
- It is prohibited to engage in secret physical contact with children for personal pleasure or to exploit a position of power over them.
- It is mandatory to promptly report any incidents that could be misinterpreted and jeopardize the children or one's professional position. This includes recording and reporting any possible indications or suspicions of a child's feelings of a sexual nature towards a member of the teaching or administrative staff.
- Adults must be prepared to explain any physical contact with children within the context of athletic activities, as all physical contact may be subject to scrutiny.
- If regular contact with an isolated child or young person is necessary for educational or athletic purposes, such as in the case of a child with a disability, chronic illness, or special educational needs, an officially agreed upon, tailor-made plan must be created. This plan should involve the participation and consent of the child's parents or legal guardians, clearly justifying and defining the need for regular physical contact. The plan must be reviewed at least annually.
- In cases where it is known that a child is experiencing or has experienced abuse in the past, adults must exercise extra caution in their interactions with the child.
- It is forbidden to use physical violence to enforce discipline or to administer physical punishment with the intent to cause pain or discomfort to the child.
- It is mandatory to intervene when there is evidence or suspicion of abuse, harassment, neglect, or improper conduct towards a minor and to report the incident following the procedures outlined in this policy.
- It is required to fully cooperate with the Direction and/or the Administration during the investigation of any incident of child abuse.
- Incidents must be reported to the Management with all relevant evidence. If the reporter witnessed the incident or received a report about it, it is crucial to convey the child's exact words as much as possible.
- It is essential to adhere to principles of safety and transparency in communications with children, as outlined in the following guidelines:
  - Avoid communication that exceeds the scope of professional responsibilities.

- Use the official EAGLE Sports Integrity Services email and electronic platforms for communication. Internet communication through social media accounts or messaging applications should occur only in group discussions and solely for notifying children about activities, with initial notification given to parents/legal guardians.
- It is prohibited to touch or speak to a child in an inappropriate manner, such as with sexual innuendos.
- It is forbidden to physically or emotionally abuse children and young people through actions like hitting, belittlement, mockery, threats, and humiliation.
- It is prohibited to smoke or be under the influence of alcohol or narcotic substances while working with and interacting with children and young people.
- It is forbidden to give or accept personal gifts to/from children.
- It is prohibited to use profanity in the presence of children.

## Procedures and reference point of incident

The Executive Director of EAGLE Sports Integrity Services is responsible for monitoring and assessing the implementation of this policy, with an annual review supported by the Team for the Protection of the Child. Among his responsibilities, he must prepare an annual report detailing the number and nature of reports submitted to the Administration of EAGLE Sports Integrity Services, as well as the planning and execution of updates and targeted training for the staff.

EAGLE Sports Integrity Services has received feedback regarding cases of abuse and harassment through the email address where children and parents can anonymously report their concerns.

Each adult affiliated with EAGLE Sports Integrity Services is responsible for reporting any incidents. To report violations of this policy, the Incident Report Form must be completed and submitted to the Executive Director of EAGLE Sports Integrity Services. The contents of the report will be reviewed, and EAGLE Sports Integrity Services will decide on the necessary actions to be taken.

In the event of an incident, we offer victims specialized professional counseling services focusing on trauma and abuse. We also provide legal assistance to help navigate legal proceedings in abuse cases, including informing about rights, supporting through legal processes, and advocating for their interests. Additionally, psychological support is available to ensure comprehensive care and assistance.