



Child Protection Policy

This document sets out the commitment of Association Divadelná Nitra to safeguard children and young people who participate in our activities, attend our events, or may otherwise come into contact with our work. This policy reflects our obligations under the United Nations Convention on the Rights of the Child, and our commitment to the EU Charter of Fundamental Rights.

1. Purpose and Scope

This policy applies to all employees, contractors, volunteers, and partners of Association Divadelná Nitra involved in projects or activities where interaction with minors (under 18) may occur, particularly in the context of educational programmes, workshops, or public-facing initiatives.

2. Guiding Principles

All children have the right to be protected from harm, abuse, exploitation, and neglect. Children must be treated with dignity and respect regardless of gender, nationality, ethnicity, ability, sexual orientation, or social background. Children are rights holders, and their participation should be voluntary, informed, and safe.

3. Code of Conduct

All Association Divadelná Nitra staff and partners working with or around minors must:

- Ensure any direct interaction is appropriate, respectful, and necessary to project objectives;
- Avoid one-on-one situations with minors where possible;
- Never engage in or tolerate any form of abuse, exploitation, or degrading treatment;
- Report any concern or suspicion of harm to the designated safeguarding contact.

4. Consent and Privacy

- Written consent will be obtained from legal guardians before photographing, filming, or interviewing minors.
- Personal data will be collected and stored in compliance with GDPR, with safeguards to protect minors' identities and dignity.

5. Risk Assessment and Safeguarding

- Activities involving minors will be risk-assessed in advance.
- When minors participate in events (e.g. age 6–18 workshops), they must be accompanied by school staff or responsible adults.
- Venues will be physically accessible and safe.

6. Training and Monitoring

- Staff and volunteers involved in child-facing work will receive appropriate safeguarding training.
- This policy will be reviewed annually and monitored for compliance.

7. Reporting and Implementation

- A designated Safeguarding Focal Point within Association Divadelná Nitra will handle any concerns, reports, or breaches of this policy.
- Concerns will be investigated sensitively, in line with national legislation and child protection standards.

Declaration

All individuals covered by this policy are required to acknowledge their understanding and agreement to abide by its principles in writing.

V Nitre, 25. 9. 2025

Anna Šimončíčová
Director and Statutory Representative
Association Divadelná Nitra