

Safeguarding Policy of Ładne Historie Foundation

Preamble

The Ładne Historie Foundation (hereinafter referred to as "the Foundation") recognises that every person we come into contact with - regardless of age, gender identity, ability, sexual orientation, origin, religion or belief, or socio-economic background - has the right to safety and protection from all forms of harm, abuse, neglect, and exploitation. As a non-governmental organisation, we do not tolerate any form of violence or abuse within our activities and programmes. This applies to all individuals involved in our work, including members of our team, collaborators, volunteers, and representatives of partner organisations. We are committed to preventing risks, responding to concerns, and fostering an environment based on respect, responsibility, and trust.

1. Purpose of the Policy

The purpose of this policy is to ensure a safe, respectful, and inclusive environment for all participants involved in the activities of Ładne Historie Foundation. This document sets out the principles for preventing harm, abuse, and misconduct, as well as procedures for responding to safeguarding concerns.

The Foundation maintains a separate Child and Youth Protection Policy, in line with applicable legal requirements, as well as a Data Protection Policy (GDPR). This document complements those policies and addresses participant safety in the broader context of the Foundation's work. This policy is subject to regular review and updates based on team experience and the evolving needs of participants.

2. Scope

This policy applies to all individuals involved in the Foundation's activities, including in particular:

- a) team members,
- b) members of the Board,
- c) members of the Advisory/Programme Council,
- d) collaborators,
- e) volunteers,
- f) partner organisations implementing activities jointly with the Foundation.

This policy does not cover incidents or safeguarding concerns occurring outside the Foundation's activities or involving personnel from other organisations. In such cases, the Foundation may provide information or support, but responsibility for handling such matters lies with the appropriate entities.

3. General Principles

The following principles guide all Foundation's activities:

- a) respect for the dignity, privacy, and diversity of participants,
- b) zero tolerance for violence, discrimination, and abuse,
- c) special protection for children and young people (in line with the dedicated policy),
- d) responsible processing of personal data (in accordance with the GDPR policy),
- e) building relationships based on trust and clear boundaries,

f) responding to all concerns and safeguarding signals.

4. Preventive Measures

The Foundation takes preventive actions to reduce the risk of violence, abuse, neglect, exploitation, and other situations that may compromise the safety and well-being of participants by:

- a) ensuring that all individuals working with or for the Foundation have access to this policy, understand its scope, and are aware of their responsibilities,
- b) applying appropriate selection processes for individuals working with participants,
- c) implementing the Child and Youth Protection Policy in activities involving minors,
- d) adhering to data protection principles,
- e) informing team members and volunteers about the standards and rules governing work within the Foundation,
- f) creating safe physical and social environments for activities,
- g) clearly communicating participation rules.

5. Responding to Safeguarding Concerns

In the event of suspected or reported safeguarding concerns:

- a) all individuals involved are obliged to respond and report the matter to the relevant coordinator,
- b) in the case of children and young people, procedures defined in the dedicated policy apply,
- c) the Foundation takes actions appropriate to the situation, prioritising the well-being of the affected person,
- d) where necessary, relevant public authorities are contacted in accordance with applicable law,
- e) all reports are treated seriously and confidentially.

6. Responsibility

The Board of the Foundation is responsible for the implementation and regular review of this policy. Individuals coordinating specific activities or tasks are responsible for its practical application.