



OII Europe's child safeguarding policy.

Version approved by OII Europe Steering board on the June 16th 2021

OII Europe does not work with children and its activities only occasionally include attendance of children, e.g., intersex children attending the OII Europe Community Event and Conference together with their legal guardian or a caretaker appointed by their legal guardian. Children are not allowed to attend without such a caretaker. However, in order to ensure the safety of children attending OII Europe's events, OII Europe takes the following preventative measures to mitigate risk:

Child Safe recruiting:

OII Europe will ensure that due diligence is conducted in all staff hiring processes.

To this end, all potential hires, consultants, contractors and volunteers who may come into contact with children, will be asked about any past or ongoing prosecution or arrest regarding having attempted to harm or having harmed a child in the past, including but not limited to actions that have put the safety, health, bodily autonomy or life of the child at risk. They will also sign a declaration that there is no known reason or event that would render them unsuitable for the post, and declaring any criminal convictions or ongoing criminal prosecutions regarding harming a child against them before signing the contract or taking up volunteer work for the organisation. OII Europe will carry out additional background checks, where necessary. Should any substantial doubt arise regarding the honesty of the respective potential hires, consultants, contractors or volunteers, OII Europe will take appropriate measures, subject to relevant German and EU law and jurisdiction.

Risk Assessment and management:

OII Europe regularly identifies which events and activities of the organisation may have children present and runs a risk assessment on all events that children attend and develops appropriate actions to manage all identified risks.

Children under the age of 16 who may attend OII Europe's events, e.g., the Community Event & Conference, must be accompanied by a caretaker appointed by their legal guardian. Minors,



who are 16 or older can attend alone, provided they can present a written statement of approval signed by their legal guardian upon registration.

In order to mitigate possible risks at such events, OII Europe has developed a Child Safeguarding Policy.

Child Safe communication:

In all communications and media work OII Europe will adhere to the following guidelines:

Any images of children, taken by OII Europe event participants, staff and board, may not be published on any of OII Europe's media channels without the written consent of their guardian and the child's own verbal or written consent.

Any images of children or personal stories of children and their family, taken by OII Europe event participants, staff and board, may only be published by OII Europe if they do not reveal the identity or location of the child.

Extra care is taken to preserve the identity of vulnerable children.

Images depicting children that are taken during events may not be used on OII Europe's staff and Boards personal social media accounts.

If external parties that may take photographs are present at an event then the parent and child must be informed of their presence.

Code of conduct:

All children must at all times be treated with full respect.

Physical punishment or discipline or use of inappropriate physical force against a child is always prohibited.

The language used around children must always be appropriate and respectful. Language that is demeaning, violent, harassing, abusive or sexually provocative is not permitted around children.

Ensure that a child is never left alone with an adult other than their guardian and ensure that another adult is present when working in the proximity of children.



Private communications between children and OII Europe staff, board and OII Europe volunteers is forbidden. Guardians must be included in all communications between OII Europe and a child.

Sexual behaviours, harassment or abuse towards children is always prohibited. Relevant local authorities must always be contacted in cases where sexual abuse or harassment is suspected.

Immediately report any concerns, suspicions, incidents or allegations of actual or potential child abuse or any breaches of this policy directly to the Executive Director and Co-chairs and contact the relevant authorities where appropriate.

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