



Principles and Internal Procedures for Child Protection (Child's Protection Policy)

Document approved by the General Assembly on 10 September 2025 (p. 1)

Objective

The purpose of this document is to outline the internal policies and procedures designed to ensure the safety and safeguard of the "best interest" principle for minors who may come into direct or indirect contact with Pixel Cultural Association through its daily international and national projects and initiatives (p. 1).

Contents

Based on the fundamental principles of the association, this document describes the principles and values to be referenced in all activities involving boys, girls, and adolescents (p. 1). This applies whether activities are carried out exclusively by Pixel or in partnership with other national or international entities, aiming to prevent any form of violence, exploitation, and neglect of a child or adolescent (p. 1).

Terminological Elements

For clarity and brevity, the following terms are used in this document with full awareness of their complexity (p. 1). A list with relative explanations is provided below (p. 1):

- **Child:** The term "child" is consciously used to encompass boys, girls, and adolescents, thereby identifying all individuals under the age of 18 (p. 1).
- **Child Abuse:** Understood in its comprehensive meaning to include the phenomena of child abuse and exploitation (p. 1). Pixel acknowledges their different forms, each having specific consequences on the physical and psychological development of children (p. 1).
 - **Physical Abuse:** Inflicting or threatening physical injury, even if unintentional, resulting from an adult's attempt to control the child (p. 1). Psychological consequences can be severe, causing a wide range of emotional and cognitive problems (p. 1).
 - **Neglect:** Manifested as the inability to provide for the child's basic needs (p. 1). This includes physical neglect (lack of care, abandonment), educational neglect (lack of schooling), and emotional neglect (inattention to emotional needs) (p. 1). Neglected children may suffer from health problems and limited growth, displaying passive or undisciplined behavior (p. 1).
 - **Sexual Abuse:** Includes a wide range of acts, such as touching, sexual intercourse, incest, exhibitionism, and exploitation (p. 2). The latter can occur through prostitution or the production of pornographic material (p. 2). The development and behavior of victims are often severely compromised (p. 2).



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- **Emotional Abuse:** This type of abuse refers to omissive behaviors by parents or caregivers (p. 2). Specific acts are not detailed, but they fall under the category of psychological maltreatment (p. 2).
- **Child Exploitation:** Defined either as **Child Labor** (according to the International Labour Organization, any work activity that deprives children of their childhood and dignity, compromising their psychophysical development and including all forms of work performed by minors under the minimum age established by a country's law) or as **Sexual Exploitation** (a form of abuse where children are involved in sexual activities in exchange for money, gifts, or other goods necessary for them or their families) (p. 2).

Principles

Pixel plans and implements its activities and projects—the majority of which are international, alongside national ones—by targeting adult audiences (p. 2).

Should activities be directed toward children and adolescents, Pixel strictly and committedly refers to the principle of the "best interest of the child" (p. 2). Consequently, Pixel intends to apply the following principles (p. 2):

- **Listening and Participation:** The needs and interests of minors are at the center of our actions (p. 2). The planning and implementation of our initiatives are based on listening to their opinions, aiming to create an educational path *with* them and not simply *for* them (p. 2).
- **Safeguarding:** Every initiative, whether local or international, is implemented only if full safety conditions are guaranteed (p. 2). Any activity that fails to meet these standards will be suspended immediately (p. 2).
- **Protection and Attention:** To ensure equal access to all our activities, the association adopts the principle of protection and care toward every individual (p. 2). This approach is independent of age, sex, gender, ethnicity, nationality, religion, opportunities, family and social status, or any other personal condition (p. 2).
- **Promotion of Autonomy:** All our initiatives aim to support the growth and active participation of every minor involved, without distinction (p. 2). Specific tools are employed to facilitate the expression and presence of each person in our projects (p. 2).

Furthermore, Pixel, as an association promoting a culture of human rights, considers it essential for educational approaches to be human rights-based, utilizing the protection of the dignity of every child and adolescent as a fundamental principle alongside those listed above (pp. 2-3).

Pixel also internally promotes the principle of awareness and responsibility for all operators (p. 3). Whatever their role, operators coming into contact with children are made aware and informed of these principles and procedures, holding themselves responsible for protecting every child in any project and initiative, both internationally and locally (p. 3).



<http://www.pixel-online.net>



<http://europlan.pixel-online.org>



<http://conference.pixel-online.net>

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Internal Procedures

1) Selection and Onboarding of Staff Who May Operate Directly or Indirectly with Children

During staff selection, Pixel will observe the following measures (p. 3):

- Verify documents proving the person's identity and educational background (p. 3);
- Verify background checks (pending charges) for applicants (p. 3);
- Explore the core principles and values of working with children during the selection interview (p. 3);
- Provide this document following employment (p. 3);
- Assess aptitude for working with children during the selection interview (p. 3);
- Verify previous experience working with children during the selection interview (p. 3);
- Include the formal acceptance of this document at the start of project activities and initiatives (p. 3).

2) Staff Training

Whenever an employee requests specific updates or training on this topic, Pixel will arrange to deliver one-to-one or group sessions (p. 3).

3) Code of Ethics

The following code of ethics will be presented to every employee, who commits to adhering to it (p. 3):

1. Guarantee the "best interest of the child" in project planning and management (p. 3).
2. Commit to non-violent and non-provocative behavior and communication toward the child (p. 3).
3. Reject any form of violence or abuse within the association's work, especially toward children (p. 3).
4. Commit to ensuring respect for dignity and promoting the participation of every child, guaranteeing equal attention and treatment to all boys, girls, and adolescents, regardless of age, sex, ethnic origin, nationality, citizenship, skills, disability, family, social status, etc., unless special care is required (pp. 3-4).
5. Commit to respecting national child protection regulations while honoring every culture and tradition, provided they align with human rights principles and do not threaten child safety (p. 4).
6. Commit to fostering and maintaining a healthy environment where children feel free to express themselves, protecting them from all forms of discrimination, racism, abuse, harassment, and exploitation (p. 4).
7. Commit to not taking photos or videos, or displaying images of children involved in Pixel's activities, and to keeping all data strictly confidential (p. 4).
8. Commit to promptly reporting any doubts regarding actual or potential abuse or violence against activity participants to the President of Pixel and competent authorities (p. 4).



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9. Commit to providing feedback on the effectiveness of this document based on practical experience, with a view to improving operational quality (p. 4).

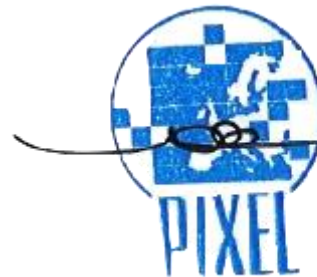
4) Waivers and Consent Forms

Pixel will require every parent and their children (under 18) to sign a waiver form for any photos or videos taken during educational activities, to be used in reports and dissemination activities for publicly funded events (p. 4).

5) Monitoring and Reporting Procedures

The responsibility for implementing this policy lies with the President of Pixel (p. 4).

Every employee, volunteer, or member must report any alleged or actual abuse/violence against boys, girls, or adolescents to the President and competent authorities where necessary, by sending an email to: eli@pixel-online.net (p. 4). The confidentiality of this information is waived "only in the best interest of the child" (p. 4). If actual violence or abuse is verified, it will be immediately reported to the competent bodies (p. 4).



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