



AlterBrussels – Child Protection Policy

1. Introduction and Commitment

AlterBrussels ASBL is committed to ensuring the safety, dignity, and rights of all children and young people (under 18 years old) who participate in our activities. We recognize that child protection is both a legal obligation (Belgian Constitution, article 22bis; Decrees on Youth Aid) and an ethical responsibility.

Our policy is based on:

- The UN Convention on the Rights of the Child (ratified by Belgium in 1992).
- Belgian laws and decrees related to child welfare and youth aid.
- International safeguarding standards (e.g., Keeping Children Safe).

This policy applies to all staff, volunteers, interns, board members, and partners working with AlterBrussels.

2. Guiding Principles

- Non-discrimination: Every child has equal rights to protection, regardless of gender, origin, status, or abilities.
- Best interests of the child: All decisions prioritize the child's well-being, safety, and development.
- Participation: Children are encouraged to express their views, which are taken into account in line with their age and maturity.
- Transparency and accountability: Our processes are clear, accessible, and subject to monitoring.

3. Prevention Measures

3.1 Recruitment and Vetting

- Rigorous recruitment: interviews, reference checks, and mandatory criminal record checks (extrait de casier judiciaire – modèle spécifique enfants).
- Signed Child Protection Commitment by all staff, volunteers, and partners.

3.2 Training

- Mandatory induction and annual training on child safeguarding for all staff and volunteers.
- Specialized workshops with external experts (psychologists, social workers) as needed.



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3.3 Code of Conduct

All adults working with children must:

- Treat all children with dignity and respect.
- Create a safe, inclusive, and empowering environment.
- Avoid discriminatory, violent, degrading, or sexually inappropriate behavior.
- Immediately report any suspicion or allegation of abuse.

They must not:

- Use physical punishment or humiliation.
- Engage in sexual contact or suggestive behavior with a minor.
- Exploit children for personal, financial, or political gain.
- Remain passive if witnessing abusive or harmful behavior.

4. Reporting and Response

4.1 Reporting Channels

- A Child Protection Focal Point is appointed within AlterBrussels.
- Any child, parent, staff, volunteer, or partner can raise a concern.
- Reports may be made verbally, in writing, by phone, or email.

4.2 Principles of Reporting

- Confidentiality: Identities are protected, except where disclosure is legally required.
- Non-retaliation: No one will suffer negative consequences for making a good-faith report.
- Prompt action: All concerns are taken seriously and referred to competent authorities if needed.

4.3 Referral and Support

- Allegations will be addressed in collaboration with relevant child protection services and judicial authorities.
- Children affected will receive appropriate care, support, and follow-up.



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5. Partnerships and Communication

- All partners and subcontractors working with minors must adhere to AlterBrussels' Child Protection Policy.
- External use of images, stories, or videos of minors requires prior informed consent of the child and their legal guardian. Content must respect dignity, privacy, and cultural context.

6. Risk Assessment and Safe Environment

- Regular assessment of risks linked to activities, trips, online communication, and public events.
- Children and families involved are made aware of the policy and procedures in an accessible way.
- Activities must take place in safe, inclusive, and child-friendly spaces.

7. Monitoring and Evaluation

- Annual internal review of practices, including feedback from children and families.
- Reports presented to the Board of Directors.

8. Complaints and Feedback

- Clear, accessible grievance mechanism for children and families.
- Possibility to raise concerns anonymously.
- Regular consultation with children, families, and partners to improve the policy.

9. Validation

This policy is approved by the Board of Directors of AlterBrussels ASBL. It is reviewed and updated annually, published online, and displayed in association premises.

Brussels the 24/09/15

Youssra Rochdi
Administrator-Member of the Board

A handwritten signature in blue ink, appearing to read "Rochdi".

Mohamed Larbi R.
Administrator-Member of the Board

A handwritten signature in blue ink, appearing to read "Larbi R.".