

Child Protection Policy

How to ensure the protection and well-being of children and teenagers during the projects and activities carried out by the Shoah Memorial and its partners? How can the history of genocide be approached in a way that respects the sensitivity of children and young people?

The Child Protection Policy provides information to children, young people, and parents on what they can expect from the Shoah Memorial during its activities: sites visits and exhibitions, educational workshops, tours beyond the walls (workshops and schools visits), travel, reception of third-year trainees.

It also sheds light on all the staff and volunteers in their daily work with young audiences and shows the Shoah Memorial's commitment to child protection.

The safety and well-being of all those involved in the Shoah Memorial's work is of paramount importance. The Shoah Memorial occupies an important position as an institution of Holocaust remembrance in France and is strongly committed at the European level as coordinator of numerous European projects.

The Shoah Memorial therefore has a responsibility to ensure that this does not result in harm, abuse, or exploitation of any kind.

The Shoah Memorial's Charter of Values and Code of Ethics guide our commitment to child protection, based on the principles of the United Nations Convention on the Rights of the Child (UNCRC). All staff and associates are expected to uphold and promote the highest standards of professional conduct and ethics and to comply with the policies of the Shoah Memorial. The Child Protection Policy is based on the affirmation of the responsibility of the Board of Directors, staff, and collaborators of the Shoah Memorial to promote the rights of children, to protect children from all forms of abuse and to respect the standards for child protection.

The Child Protection Policy has also been developed based on legislation and policy guidance that aims to protect children in France (LOI n° 2016-297 of 14 March 2016 on child protection) as well as at European level with the Charter of Fundamental Rights of the European Union and internationally according to the United Nations Convention on the Rights of the Child¹. A summary of the key legislation is available [here](#).

The aim of this charter is to prevent abuse and to provide answers in the event of an incident or suspicion and is intended as a practical guide for all activities involving children (individual under 18 years old).

Commitments

1. Every child is respected without discrimination.

The Shoah Memorial is committed to offering activities and training to children, families, and communities regardless of race, colour, ethnic origin, religion, sexuality, language, age, disability, gender, political or other opinion, family situation, health, civil status, birth, or other status. The Shoah Memorial will also take special measures to ensure that children with disabilities receive appropriate care.

All staff, volunteers, children, and parents subscribe to the Memorial Code of Conduct.

2. The well-being of every child is promoted, supported and protected.

Volunteers and staff are informed about the meaning of child welfare and the principles of non-violent communication. Procedures are implemented to deal with any concerns about a child's welfare/child protection issues and these should be dealt with promptly and in the best interests of the child.

¹ You can find more information about child protection systems on the website of the European Union Agency for Fundamental Rights. To visit the site, click [here](#).

Teaching the history of the Shoah at primary and secondary school level raises several questions concerning respect for children's sensibilities, the choice of themes to be addressed, the relevance of the testimony etc... The educational team of the Shoah Memorial has prepared a summary, enriched by the experience of schoolteachers, in order to explain its approach for activities it carries out. This process is available on the Memorial website².

At least one named mediator is trained in child protection procedures. This mediator is a person that the child/parent/volunteer/staff can approach if they have any concerns about a child. The appointment of this type of mediator is particularly concerned with the activities at the core of the educational services and mobility services (France and Europe) which can work with various stakeholders on an ad hoc basis.

3. Every child is protected from abuse during undertaken activities.

All volunteers and staff are aware of the child protection policy and there are appropriate procedures in place for dealing with problems. Those who work with children have undergone child protection awareness training. Among other things, they are committed to helping children and communities without abusing their positions of power, trust and authority.

The Shoah Memorial requires that a referent adult be present during all organized activities, including activities beyond the walls involving adults, accompanying groups of children or school groups.

3.1. Alert

A disciplinary procedure will be implemented to deal with misconduct by a volunteer or staff member regarding a child. The Shoah Memorial will submit to child protection investigations (internal and external) and will make available any documents or information necessary for the investigation.

3.2. Online abuse and harassment

The Shoah Memorial is committed to reporting any online abuse or children harassment. It is important to create a climate where no bullying is tolerated and where children can speak up if they have a problem. The Memorial proposes to children and staff, volunteers and all members involved with the young audience to get acquainted with the educational kits made available by the association E-Enfance committed against cyberbullying³.

3.3. Use of young people's data and images shared and stored correctly

When taking images (photos, videos, etc.) of children or their families, it will always be ensured that medias content are respectful, people are dressed up decently and that sexually suggestive poses are avoided. No images in which children or their families are identifiable will be available publicly through social networking or other media without the informed consent or permission of the subjects.

4. Every child has a fair say.

Children and young people involved in the activities of the Shoah Memorial are aware of the Code of Conduct and Ethics (internal document).

Children know what to expect from adults who protect, promote, and support their welfare. Children have a voice in decisions that affect them. Children can feel heard, their voice are protected and taken into account.

The Shoah Memorial adheres to the highest standards of children's rights (CRC) and encourages children as much as possible to tell their own stories rather than having others speak for them. This principle is used as a basis for designing, monitoring, and updating programmes and interventions.

5. Training for staff and members in contact with young people.

Volunteers and staff in contact with the young public are selected, supervised, and trained in child protection. Volunteers and staff have been screened for suitability to work with children.

Volunteers and educational staff (employees and stakeholders) were recruited to assess their ability to work with children. Indeed, a period of three months will allow their integration.

² More information is available on the Shoah Memorial website. To consult it, click [here](#).

³ More information is available on the E-Enfance website. To consult the awareness-raising kits, click: [here](#).

Where possible, an independent check of the staff member's previous professional practice will be carried out to provide further insight into the candidate selection process.

6. Security.

The activities take place in a secure environment (building under the national surveillance plan, etc.) and the supervision of children is always under the protection of an accompanying adult.

Annex documents

- Code of Conduct (internal document)
- Photography/video recording and sharing consent form
- Safer recruitment procedure
- Disciplinary procedure in case of problem