

# ACTION PROTOCOL FOR CASES OF CHILD ABUSE

## **Objective**

To ensure an immediate and respectful intervention in cases of child abuse, protecting the child and complying with legal regulations.

### **1. Identifying Signs of Abuse**

- Train staff to recognize indicators of physical abuse (unexplained injuries), emotional abuse (behavioral changes), sexual abuse (inappropriate knowledge), or neglect (lack of basic care).

### **2. Initial Action in Case of Suspicion or Report**

- Listen calmly without interrupting.
- Avoid confronting the alleged perpetrator.
- Protect the child if they are in immediate danger.

### **3. Internal Notification**

- Inform the protocol officer and document the facts objectively.

### **4. Reporting to Authorities**

- Immediately report the case to the relevant authorities.
- Fully cooperate with the investigation.

### **5. Support for the Child**

- Ensure psychological and medical care.
- Accompany the child with a trusted adult.

### **6. Case Follow-Up**

- Monitor the child's well-being and assess the impact of the incident.

### **7. Prevention and Awareness**

- Regularly review protocols and train staff on child protection.

### **8. Confidentiality and Data Protection**

- Handle case information with strict confidentiality and store records securely.

### **9. Legal Responsibilities**

- Comply with child protection laws and enforce disciplinary measures if the perpetrator belongs to the organization.

## **Note:**

This protocol will be reviewed regularly to adapt to legal changes and best practices. All employees must be aware of it and act accordingly.

CSO Chief Sustainability Officer

A handwritten signature in blue ink, appearing to read 'Gabriela Hull', with a large, stylized circular flourish underneath.