

TSA's Child Protection Policy

This policy applies to all employees, associates, volunteers, contractors and board members, who will receive a copy of the policy. These rules have been developed to ensure that children are safeguarded while also protecting adults from false accusation of improper behaviour or abuse/violence.

Rules on appropriate behaviour:

1. The TSA shall not allow discrimination based on race, culture, age, sex, disability, religion, sexual orientation, or political view
2. A positive approach when communicating and working with children shall be adopted
3. Adults should at all times be aware of how they may be perceived or appear due to language used, actions, and relationships with children and minors
4. The following actions are strictly forbidden:
 - a. Demonstrating inappropriate or sexually provocative behaviour
 - b. Justifying or partaking in behaviours toward children that are illegal, put them at risk, or are associated with abuse
 - c. Any form of corporal punishment
 - d. Behaving in a manner meant to shame, humiliate, degrade, or disgrace a child
5. Adults should always strive to prevent being placed in a compromising or vulnerable position and will be held responsible if they find themselves enticed into said situation.
6. Inappropriate behaviour to children is grounds for disciplinary measures.

Procedures to report suspected violations:

1. All confirmed or suspected violations shall be immediately communicated to the Compliance Officer, who shall:
 - a. Register all received information, while observing confidentiality requirements and initiate the respective procedures to assess the claim
 - b. Take responsibility for disseminating this policy to all employees, volunteers, board members, and contractors
 - c. Take responsibility for instructing new employees as regards this policy
 - d. Provide support to employees, volunteers, board members, and contractors that are accused of violating this policy
 - e. Consult with and provide support to the authorities responsible for assessing reported violations
 - f. Take responsibility for reviewing the policy on a regular basis and making updates, as needed
2. The TSA will undertake all necessary actions to safeguard children that have been reported to have fallen victim to abuse
3. The TSA reserves its right to undertake disciplinary measures against any member that has been proven guilty of violation of this policy. This may also include reporting the abuse to the police.

Visual images:

1. When using visual images, either photographs or videos, the TSA strives to present children and their families respectfully and with their dignity in mind. We adhere to the following principles:
 - a. Never take photographs of people that are unwilling to be photographed – adult representatives of children shall sign a consent form
 - b. The intent behind the images must be clearly explained when requesting consent
 - c. Photographers must be carefully instructed to take appropriate pictures and to give subjects the right to refuse consent
 - d. Whenever possible, photographers will be accompanied by an employee of TSA
 - e. No exploitation of the subject is allowed
 - f. High standards will be maintained regarding taste and decency in keeping with the values of the TSA
 - g. An appropriate photographic portfolio is maintained; all images are responsibly preserved and documented

2. Adult representatives of children shall sign a declaration consenting for the child to be photographed or filmed in a video.