

Child Protection Policy

2025 - 2026

HISTORY OF CHANGES

Version	Publication date	Changes
1.0	05.06.2025	Initial Version

APPROVAL

Version	Approving Body/Person	Date Approved
1.0	Management Committee	05.06.2025

Introduction

The University of Limassol (UoL), through its Welfare Office, firmly upholds the principles set forth in the United Nations Convention on the Rights of the Child (UNCRC), dedicating itself to the safeguarding of children's rights and welfare. This Child Protection Policy outlines UoL's unwavering commitment to ensuring a safe, secure, and nurturing environment for children who participate in university- related programs, events, or activities. Recognizing the importance of comprehensive child protection, this policy mandates strict adherence from faculty, staff, students, volunteers, and external contractors.

Definitions

1. **Child:** Aligned with the UNCRC Article 1, a child is anyone under the age of 18. This policy applies to all such individuals who come into contact with the UoL community.
2. **Child Protection:** Involves the strategies, actions, and measures implemented by UoL to prevent and address abuse, exploitation, and neglect of children within the university setting or through its activities.
3. **Child Abuse:** Includes physical, emotional, and sexual abuse, as well as neglect — actions or failures to act that result in harm, potential harm, or threat to a child's health, development, dignity, or welfare.
4. **University Community:** Refers to faculty, staff, students, volunteers, and external contractors connected with UoL who may interact with children.

Scope

Administered by the Welfare Office, this policy serves as a foundation for protecting the rights and well-being of children engaged with the University of Limassol. It encompasses all activities, research, programs, and events organized by UoL or under its auspices where children are involved or affected.

Principles

- **Inclusive Protection:** Every child, irrespective of background, has the right to be safe and protected within the UoL environment. The university is dedicated to fostering a culture of safety and respect for all children.
- **Best Interests of the Child:** UoL's actions and decisions concerning children prioritize their best interests, promoting their development, safety, and welfare above all considerations.
- **Child Participation:** UoL acknowledges children's rights to express their views in matters affecting them and commits to providing appropriate platforms for their participation.
- **Preventive Approach:** The university proactively implements measures to prevent harm to children and ensures swift and effective responses to any incidents of abuse or neglect.

Responsibilities

The Welfare Office, alongside the entire UoL community, is responsible for:

- **Active Child Protection:** Adopting a proactive stance in safeguarding children from any form of abuse, harm, or exploitation within the university's domain.
- **Prompt Reporting:** Encouraging immediate reporting of any suspicions or evidence of child abuse to the Welfare Office, which acts as the central point for managing such reports.

- Professional Conduct: Ensuring all interactions with children are conducted with the highest level of professionalism, integrity, and respect.
- Awareness and Education: Promoting child protection awareness among the UoL community through regular training sessions, workshops, and communications.

Incident Reporting and Response

- Immediate Recognition: Faculty, staff, and students are trained to recognize signs of child abuse and understand their responsibility in reporting such observations to the Welfare Office.
- Sensitive Response: Upon identifying concerns, immediate steps should be taken to ensure the child's safety. The response should be handled sensitively, respecting the child's dignity and privacy.
- Accurate Recording: All concerns, disclosures, or observations should be documented precisely, detailing the nature of the concern, individuals involved, and any actions taken.
- Centralized Reporting: The Welfare Office serves as the hub for all reports of concern regarding child welfare. Reports can be made in confidence, with the assurance of a professional and discreet handling of the situation.
- Comprehensive Referral: The Welfare Office coordinates with external child protection services, law enforcement, and other relevant agencies to ensure the child receives appropriate care and intervention. This partnership extends to providing support to the child and, when applicable, their family.

Implementation and Oversight

The Welfare Office is charged with the implementation, monitoring, and periodic review of this policy. It is responsible for ensuring that the university community is informed, trained, and compliant with the child protection standards set forth. The office facilitates regular audits, updates training programs, and develops initiatives to enhance the university's child protection framework.

This Child Protection Policy symbolizes the University of Limassol's commitment to the highest standards of child welfare and safety. Under the guidance of the Welfare Office, UoL pledges to protect, respect, and nurture the rights of every child within its community, creating an environment where all children can safely learn, grow, and participate.

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