

Equality Plan

Vol'nobeh, n. o., Žakarovce 340, Slovakia

Introduction

Vol'nobeh, n. o. is committed to creating an environment based on respect, equality, democratic values, and the protection of human dignity of all people involved in the organisation's activities.

As a non-profit organisation working in the fields of education, community development, work with children and young people, support for civil society, and the promotion of democratic principles, we recognise that equal opportunities are an essential part of quality education, a safe environment, and healthy human relationships.

The Equality Plan represents a strategic framework through which the organisation promotes equal opportunities for all people regardless of sex, gender, gender identity, age, disability or health condition, family status, ethnic or national origin, nationality, language, religion or belief, sexual orientation, cultural or social background, socio-economic status, or any other personal characteristic protected by law.

Equality is not perceived as an isolated topic but as part of a broader commitment to:

- equality and fair access;
- respect for diversity in all its forms;
- an inclusive and accessible environment;
- democratic participation;
- protection against discrimination;
- safe working, accommodation and community environments.

Vol'nobeh, n. o. considers human diversity - including cultural, national, linguistic, religious and social diversity, as well as the different abilities and life experiences of individuals - to be a value that strengthens cooperation, creativity, mutual understanding and the quality of the organisation's activities and services.

Organisation Profile

Vol'nobeh, n. o. is a non-profit organisation focused on creating opportunities for education, community development, democratic culture, and active citizenship.

The organisation creates a space where children, young people, and adults can:

- learn freely and develop their abilities;
- participate in decision - making processes;
- gain experience through practical activities;
- build respectful relationships;
- explore the world through cooperation and shared experiences.

The main areas of the organisation's activities include:

- organisation of events and activities;

- providing the accommodation and catering;
- community activities;
- work with children and young people;
- non-formal educational activities and learning;
- environmental activities;
- development of civil society;
- cooperation with national and international partners.

In all its activities - including accommodation services, catering, community events, educational activities and the use of the organisation's facilities - Vol'nobeh, n. o. applies the principle that every person has the right to respectful treatment, equal access to services and opportunities, and protection from discrimination.

Core Values of the Organisation

Respect. We perceive every person as a unique individual with their own experiences, needs, and abilities.

Equality. We support equal opportunities and reject all forms of discrimination or disadvantage.

Democracy and Participation. We support the active involvement of children, young people, and adults in decision-making processes and in shaping a shared environment.

Safe Environment. We create a space free from discrimination, violence, humiliation, and harassment, where everyone can feel accepted and respected.

Inclusion. We value diversity in all its forms and strive to ensure that our activities, services and facilities are accessible, inclusive and welcoming to everyone.

Objectives of the Equality Plan

The main objective of the Equality Plan of Vol'nobeh, n. o. is to systematically support equal opportunities and create an environment where all people can freely develop, learn, and participate in the life of the organisation.

The organisation is committed in particular to:

- ensuring equal and non-discriminatory access to accommodation, catering, community activities and the organisation's facilities;
- promoting respect for cultural, national, ethnic, linguistic and religious diversity;
- taking reasonable steps to accommodate the needs of persons with disabilities or health conditions whenever possible;
- ensuring equal access to employment and cooperation opportunities;
- supporting transparent decision-making;
- preventing stereotypes, prejudice and discriminatory practices;
- creating a culture of respect and cooperation;
- supporting work-life balance;
- integrating equality and inclusion principles into organisational activities.

- protecting people from discrimination, harassment, and violence.

Implementation and Responsibilities

The implementation of the principles of the Equality Plan is the responsibility of the organisation's management, which ensures that equality remains part of the strategic direction of Vol'nobeh, n. o.

The organisation appoints a responsible person to coordinate the equality plan, who:

- monitor the implementation of adopted measures;
- support employees and collaborators;
- propose improvements;
- coordinate the evaluation of progress.

The director of the organisation is responsible for overseeing and ensuring the effective implementation of the equality policy within the organisation.

Every employee, volunteer, and collaborator of the organisation is responsible for:

- respecting equality principles;
- creating a safe environment;
- communicating respectfully;
- rejecting discriminatory behaviour.

Monitoring and Evaluation

Vol'nobeh, n. o. will continuously monitor the implementation of the objectives of the Equality Plan.

Evaluation may include in particular:

- representation of women and men within the organisation;
- opportunities to participate in decision-making processes;
- access to education and professional development;
- employee satisfaction;
- perceptions of safety and equality within the organisation;
- equal opportunities in recruitment and cooperation;
- accessibility of services and facilities where reasonably possible;
- employee and participant satisfaction;
- perceptions of safety, inclusion and equal treatment within the organisation.

When working with data, the organisation respects personal data protection principles and uses only appropriate and necessary information.

Prevention of Discrimination and Support for a Safe Environment

Vol'nobeh, n. o. applies a zero-tolerance approach towards discrimination, harassment, humiliation, bullying, or abuse of power. Discrimination or unequal treatment on the grounds of sex, gender, age, disability, health condition, ethnic or national origin, nationality, language, religion or belief, sexual orientation, cultural or social background, or any other protected characteristic is not tolerated.

Every person involved in the organisation's activities has the right to a safe and respectful environment. These principles apply equally to employees, volunteers, external collaborators, participants in activities, guests using accommodation services, visitors, suppliers and all other persons interacting with the organisation.

The organisation provides the possibility to report inappropriate behaviour and commits to addressing all concerns confidentially, impartially, and with respect for all parties involved.

Final Statement

Vol'nobeh, n. o. considers equality to be part of a broader commitment to democratic values, human rights protection, respectful communication, and the creation of an inclusive community.

Through the implementation of the Equality Plan, the organisation confirms its commitment to supporting an environment where every person has the opportunity to develop their potential, participate freely, and be accepted with respect and dignity.

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CHILD PROTECTION POLICY

Voľnobeh, n. o. 2026

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1. Introduction

Vol'nobeh, n. o. is committed to creating a safe, respectful and dignified environment for children and young people who are present on the organisation's premises or participate in its activities.

This Child Protection Policy establishes the basic rules and principles aimed at preventing violence, abuse, neglect, discrimination and other inappropriate behaviour towards children.

The Policy is not limited to educational activities. It applies to all activities and situations related to the operation of the organisation, including events, community activities, accommodation and the use of the organisation's premises.

2. Scope of the Policy

This Policy applies in particular to:

- employees and management of the organisation;
- volunteers and interns;
- external collaborators and contractors;
- persons organising or providing activities and events;
- guests and visitors;
- clients and participants using the organisation's premises;
- other persons who come into contact with children on the organisation's premises or in connection with the activities of Vol'nobeh, n. o.

The Policy applies on the organisation's premises, during organised activities and events, in connection with accommodation, and during other activities related to the use of the organisation's premises.

3. Basic Principles of Child Protection

Vol'nobeh, n. o. is guided by the following basic principles:

- the best interests and safety of the child are a priority;
- every child has the right to respect, dignity and protection;
- all children have the right to equal treatment without discrimination;
- children must be protected from physical, psychological and sexual violence, abuse, neglect and bullying;
- every adult is responsible for their behaviour towards children and for reporting any potential risk or threat;

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- when interacting with children, their personal boundaries, privacy and dignity must be respected.

4. Unacceptable Behaviour

Vol'nobeh, n. o. has zero tolerance for:

- physical violence and physical punishment;
- psychological violence, humiliation, ridicule and intimidation;
- sexual abuse, harassment and inappropriate behaviour;
- neglect of the needs and safety of a child;
- bullying and cyberbullying;
- discrimination;
- abuse of position, authority or trust;
- inappropriate physical contact or violation of a child's personal boundaries;
- sharing photographs, videos or personal information about a child without appropriate authorisation or consent.

5. Safe Environment

Vol'nobeh, n. o. seeks to ensure a safe physical, psychological and social environment for all children.

When organising activities and events, providing accommodation or allowing the use of its premises, the organisation takes into account, as appropriate:

- the safety of the premises;
- potential risks associated with a particular activity or event;
- the presence and number of children;
- the need for appropriate supervision;
- the presence of external persons;
- respect for children's privacy and personal boundaries.

Any person who notices a situation that may pose a risk to a child is expected to report or otherwise appropriately address the situation.

6. Responsibilities of Employees, Volunteers and Other Persons

Every person working for the organisation or using its premises is required to:

- treat children with respect;

- respect their dignity, privacy and personal boundaries;
- refrain from any inappropriate or violent behaviour;
- comply with this Policy;
- report any suspicion that a child may be at risk;
- act appropriately to the situation and in the best interests of the child.

Persons who organise or provide activities for children must pay particular attention to their safety and ensure appropriate supervision.

7. Reporting Concerns

Every employee, volunteer, collaborator, guest, client, child or other person may report a situation in which a child may be at risk.

A concern may be reported to:

- the management of the organisation;
- the designated Child Protection Officer;
- the person responsible for the specific activity or event.

Designated Child Protection Officer:

Name: _____

Contact: _____

When handling a concern, the organisation acts sensitively, confidentially and with due regard for the safety and dignity of the child.

Every suspicion of a child being at risk must be taken seriously and addressed appropriately. Where required by the circumstances or applicable legislation, the organisation cooperates with the relevant authorities and institutions.

8. Protection of Children's Privacy and Personal Data

Vol'nobeh, n. o. respects children's privacy and ensures appropriate protection of their personal data.

Photographs, videos and other materials depicting children may only be used and published for authorised purposes and in accordance with applicable data protection rules and the relevant consents.

9. Equality and Protection from Discrimination

Vol'nobeh, n. o. respects every child's right to equal treatment regardless of age, gender, health status, origin, language, religion or belief, family or social situation, or other personal characteristics.

The organisation promotes an environment in which every child can feel safe, respected and accepted.

10. Final Provisions

This Child Protection Policy is a binding internal document of Vol'nobeh, n. o. and provides the basic framework for the protection of children in connection with the activities and use of the organisation's premises.

The management of the organisation is responsible for ensuring that relevant employees, volunteers and collaborators are familiar with this Policy and for updating it as necessary.