

COSPE: Code of Ethics for the Protection of Children and Adolescents

Introduction

This “Code of Ethics for the Protection of Children and Adolescents” forms an integral part of the “Ethical Code of Conduct of the Association”, and highlights the commitment of Cospe in placing among its central themes the promotion of activities with children from their early childhood and with the adults of their reference (family, educators, teachers, cultural animators, social and health workers, etc.), sharing a common goal for the development of active citizenship and protection of their rights.

Cospe Onlus wants to be a safe organization for children and adolescents. All those who collaborate in any capacity with Cospe Onlus are required to follow this code and behave accordingly, both in the private and professional life.

Added to this is the commitment of preventing all forms of abuse and for the full implementation of all the children and adolescents’ rights, reinforcing the impact of concrete interventions carried out in Italy and worldwide through public awareness raising activities in synergy with institutions and other organizations.

In connection with other organizations that have the competence and can guarantee a complete ethical approach, Cospe takes charge of the psychological, pedagogical, social and health assistance and of any other form of aid to children and adolescents living in difficult or emergency conditions.

For the pursuit of its objectives, Cospe Onlus operates through the indispensable contribution of all those subjects who share and support the aims and strategies of the association, collaborating with a stable operating structure.

This Code of Ethics, as well as the Charters of Principles, represent official documents that define with clarity and transparency the set of values to which the association is inspired to attain such objectives.

Values and General Principles

The Association Cospe endorses the principles contained in the *UN Convention on the Right of the Child – CRC* adopted by the General Assembly of the United Nations on November 20, 1989.

The Association, in implementing the above principles, aims to improve how the world addresses children, in order to obtaining immediate and lasting changes in their lives, so that every child is guaranteed the right to survival, protection, development and participation.

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With this goal, the Association will strive for the wellness of children and adolescents around the world, supporting the objectives, the policies and the programs approved by Cospe Onlus, as well as promoting the *Convention of the Rights of children and adolescents*. Likewise, the Association works on the national territory for the protection and promotion of the rights of children and adolescents belonging to the weakest sections of the population.

The Association has identified and recognizes in the following **values** that express its mission and guide the actions of all those who work for it:

Transparency - All those who work for the Association are personally responsible for using resources efficiently, adopting the highest level of transparency towards donors, partners, and - more than any other - toward the programs' target groups, especially if children.

Passion - All those who work for the Association, in addition to being demanding with themselves and their colleagues, will set ambitious goals and will strive to improve the quality of the activities promoted by the association with and for children and adolescents, as well as - more generally - in all their work.

Collaboration - All those who work for the Association pursue mutual respect, value diversity and will collaborate with partners by combining our global efforts to improve the lives of the children and adolescents.

Creativity - All those who work for the Association are open to new ideas, will strive for change and are ready to take risks to develop sustainable solutions for and with the children.

Integrity - All operators of the Association will always work with the highest level of moral and behavioral honesty. They must never compromise the reputation of Cospe Onlus and always act in the best interest of children and adolescents.

The beneficiaries and the field of application of the "Code of Ethics for the protection of children and adolescents".

The Association requires that all the addressees conform their work in compliance with the present Code of Ethics. Specifically, the President and legal representative is responsible for ensuring that the Code is disseminated, respected and applied in all its contents:

- By the Director General, by the members of the General Assembly, by the members of the Governing Council, by the employees and collaborators of the Association, by volunteers and testimonials without any exception.
- By all those who, although external, collaborate with the Association without a subordinate contract, consultancy and agency services and other work relations

resulting in a professional service, both continuous and occasional (including the subjects that act for suppliers and partners).

All recipients are also required to refrain from engaging in or participating in conducts which, both individually or collectively, may involve behaviors detected as a crime, in particular covered by Legislative Decree 231/01 and subsequent amendments and integrations.

The Management verifies the implementation of the policy on the aforementioned aspects, both in the planning and evaluation phase of the activities, making use of internal monitoring.

Since 2006, the Association has been certified by ISO 9001 system. The internal operating procedures are disseminated, implemented and monitored, involving executives at various levels:

- The Board of Directors defines the preliminary criteria, and the Human Resources supervisor verifies the candidates for the selection of personnel (with cross-checks of judicial certification and direct and informal interviews on professional competences and precedent experiences). The letters of appointment contain the obligation to comply with the Code of Ethics and the clauses of termination of the contract as per art. 15 of Law 55/90. The personnel is assessed according to codified procedures.
- The Board of Directors verifies the requirements of the proposal and of the partners involved in the projects' design process. The requirements are codified in preliminary and executive partnership agreements in the form of confirmation clauses, violation, warning, penalties and termination of the contractual partnership in compliance with the Code.
- For the implementation of the projects, control plans and specific methodological monitoring concerning children are developed by thematic experts. The survey of the satisfaction of the financiers, partners and beneficiaries (teachers, parents, and children) is aimed at the continuous improvement of the quality of our work.

This "Code of Ethics for the Protection of Children" is adopted by resolution of the Governing Council on 18/03/2016 with immediate effect, and will become an integral part of the Code of Ethics of the Association.

Dr. Piergiorgio Menchini – President of Cospe


