

# Kaleidoscope: Youth Protection Policy

## Purpose

This policy provides internal guidance for all Kaleidoscope project partners to ensure the safety, protection, and empowerment of youth participants, particularly those with migrant or marginalised backgrounds. It outlines principles, procedures, and responsibilities to uphold youth rights and promote a secure, inclusive environment in all project activities.

## Core Principles

- **Safety First:** Prioritise the physical, emotional and psychological safety of youth in all settings.
- **Inclusion and Accessibility:** Promote participation regardless of language, legal status, or background.
- **Cultural Sensitivity:** Respect diverse identities, traditions, and perspectives, and avoid assimilation pressures.
- **Informed Consent and Confidentiality:** Safeguard personal data and obtain consent for participation, as well as media use.
- **Empowerment and Agency:** Allow youth to make informed choices and co-create session rules, where possible.
- **Trauma-Informed Approach:** Respond empathetically to trauma without pressuring disclosure.

## Creating Safer Spaces

- Initiate each session by agreeing on a uniform **code of conduct** with participants, in line with this policy.
- Emphasise the **right to opt out** of activities without explanation.
- Do **not force** participation and sharing of information.
- If required, conduct **private check-ins** for individual needs.
- Provide **anonymous feedback options** (e.g., surveys).
- Use **trusted channels** for promotion.
- Staff to practice **active listening**, and ensure empathy in all interactions.
- Inquire about **dietary restrictions, physical accessibility and any other needs** prior to the event.

## Risk Management and Response

- Address any inappropriate behaviour<sup>1</sup> by:

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<sup>1</sup> Inappropriate behaviour refers to any conduct by staff, volunteers, or participants that compromises the physical, emotional, or psychological safety of youth. This includes actions that may be harmful, discriminatory, coercive, or that violate agreed codes of conduct, even if not intentionally abusive. Examples include (but are not limited to):

- Verbal abuse, shouting, or demeaning language
- Physical intimidation, unwanted touch, or threats
- Discrimination based on race, gender, religion, disability, migration status, or other identity factors

- Redirecting during the session when safe.
- Following up privately with those involved.
- If needed, consulting partners within the consortium for guidance.
- Offer **safe, confidential, and language-accessible reporting channels** for feedback.
- Make available **contact information** with trusted support organisations<sup>2</sup>.
- Ensure strict compliance with each partner country's **national data protection and child/youth protection laws**.

## Project Team Knowledge and Support

- Regularly share resources and knowledge with the consortium on:
  - Youth safeguarding and protection
  - Cultural sensitivity and anti-discrimination
  - Digital safety practices
  - Ethical handling of harm disclosures.
- Foster **peer learning and knowledge exchange** across partners. Share anonymised experiences at each partner meeting.

## Inclusivity Measures

- Address **language barriers** via multilingual materials, employing technological tools, and ensuring active engagement of participants to foster language exchange.
- Actively include **local and migrant youth** in the design of activities.
- Adapt outreach for **youth with irregular legal status**.
- Promote **intercultural dialogue** and avoid imposing integration norms.

## Digital and Media Ethics

- Employ the use of technology in ways that ensure **safe and respectful participation**.
- Obtain **explicit consent in writing** for any publication or use.
- **Avoid revealing identities** unless approved in advance.

## Monitoring and Evaluation

- Carry out **feedback collection exercises** as pre-decided, on youth safety and inclusion.
- **Review and update** protection practices periodically.
- **Include youth voices** in evaluation processes.

## Contacts and Resources

- Maintain updated lists of local and national **support services** in each partner country.

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- Pressuring youth to disclose personal information or participate in activities  
- Breaches of confidentiality  
- Sexualized comments, gestures, or any form of harassment  
- Sharing or soliciting private images or information online.

<sup>2</sup> Please refer to the guidelines offered by the Inter-Agency Standing Committee: [https://interagencystandingcommittee.org/sites/default/files/migrated/2017-02/1866\\_psc\\_iasc\\_ref\\_guidance\\_t2\\_digital.pdf](https://interagencystandingcommittee.org/sites/default/files/migrated/2017-02/1866_psc_iasc_ref_guidance_t2_digital.pdf).

- Assign a **safeguarding lead**<sup>3</sup> in each organisation.

*This policy serves as a framework for Kaleidoscope partners. Adaptation to local contexts and continuous review is encouraged to ensure relevance and effectiveness.*

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<sup>3</sup> The Safeguarding Lead is the designated contact person responsible for overseeing the application of this Youth Protection Policy and for receiving safeguarding concerns. They are selected based on relevant experience with youth, trustworthiness, confidentiality, availability, and familiarity (or willingness to become familiar) with safeguarding principles and national protection frameworks.



# Kaleido scope

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