

PROTECTION OF THE RIGHTS OF CHILDREN AND OUR POLICY

IALYSSOS BAY Hotel condemns all forms of exploitation of children. Our hotel does not recruit child labour and supports the elimination of exploitative child labour.

Discussions with our employees on better understanding of how they can positively impact and safeguard children in our community. Training our staff as well as discussing with them about a variety of scenarios that could happen in a hotel to help employees identify suspicious activity involving children and observe identify and report to hotel management and law enforcement.

We cooperate with law enforcement authorities to address any such instances

lalyssos Bay condemns all forms of human trafficking and commercial exploitation, including the sexual exploitation of men, women or children. We expect our Team Members as well as our business partners to help us meet this commitment.

Below are Guidelines on dealing with suspicions or allegations of abuse in relation to safeguarding children:

1. Definitions of Abuse

Abuse under the policy on safeguarding children:

- physical abuse, including hitting, slapping, pushing, kicking, or inappropriate sanctions.

- sexual abuse, including encouraging relevant individuals to look at pornography, harassing them by making sexual suggestions or comments, or sexual acts where the individual has not consented, or could not consent or was pressured into consenting.

- psychological abuse, including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks.

- neglect and acts of omission, including ignoring medical or physical care needs, failure to provide access to appropriate health, social care or educational services

the necessities of life, such as medication, adequate nutrition and heating.

- financial or material abuse, including theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.

- discriminatory abuse, including racist, sexist, that based on a person's disability, and other forms of harassment, slurs or similar treatment.

2. Detecting abuse

There are a number of ways in which suspicions of abuse may be raised or actual abuse brought to your attention:

- A child may confide in you that they are being abused.
- A colleague may report to you that a child/ young person has confided in them that they are being abused or that they have a suspicion that a child/young person is being abused.
- A child/young person/ adult in a vulnerable situation may display signs of physical abuse.
- The behaviour of, or a change in the behaviour of a child, may suggest that they are being abused
- A colleague may confide in you that they have abused a child/young person in a vulnerable situation
- The behaviour of, or a change in the behaviour of a colleague, may suggest that they are abusing a child.

3.Dealing with a suspicion or awareness of abuse

If you have a suspicion or are aware that a child/young person is being abused you must act quickly but appropriately and professionally.

To assist in the reporting procedure please ensure that you:

DO

- Be accessible and receptive.
- Listen carefully.
- Take it seriously.
- Reassure the child/ young person in a vulnerable situation that they are right to tell.
- Negotiate getting help.
- Find help quickly.
- Make careful records of what was said using the child's own words as soon as is practicable following the disclosure. Date, time and sign the record. This record would be used in any subsequent legal proceedings.

DO NOT

- Jump to conclusions.
- Directly question the child or suggest words for him/her to use
- Try to get the child to disclose all the details.
- Speculate or accuse anybody.
- Make promises you cannot keep.
- Give your opinion just state the facts as reported to you.

If you suspect abuse has taken place or abuse has been brought to your attention you are obliged to take action but you must also ensure at all times that the welfare of the child is paramount and the interests of the person against whom the allegation has been made are protected.

Where practicable you should obtain the following information:

- Contact details for the child.
- Details of the allegation or suspicion including where known the name of the alleged abuser and the circumstances, which brought the alleged abuse to your attention.

RECORD OF ALLEGATION OR SUSPICION OF ABUSE

Date & Time of Initial Report.....at.....

Person reporting incident and hotel department:

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Name of Complainant guest or staff:

.....

Name and contact details of Child:

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Place of alleged abuse:

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Name(s) of people present

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Details of Allegation or Suspicion

Please give as much information about the allegation or suspicion, including if you suspect abuse what alerted your attention to the situation. Please include all names of the people involved.

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Please report the incident to the following:

A) Police Department 2241093333:.....

B) Senior management 6937422767:.....

C) Agent/representative:.....

D) Social services 10-56

Name person reporting incident

(capitals):

Signed:

.....

Date:

.....

Dept:

.....

Email address:.....