

Policy for the protection and promotion of children's rights at Fondazione Bruno Kessler

Adopted with Resolution No. 03/2020 dated March 12, 2020
of the Head of the Human Resources and Compliance

This document replaces and repeals Resolution No. 03/2017 dated March 17, 2017 on "Principles and obligations of the Bruno Kessler Foundation for the protection of minors"

Article 1

BACKGROUND

Fondazione Bruno Kessler, a scientific excellence and economic and social impact oriented research and innovation organization, intends to be a safe place for minors.

At the Foundation, we think that:

- the promotion and protection of minors are the pillars of the international human rights system;
- their well-being and interests are paramount in all circumstances;
- all minors, regardless of age, condition, status, sex, race, religion, sexual orientation or identity, have the right to equal protection from any type of damage or abuse.

The staff of the Foundation as well as those who, in any capacity, collaborate with it must be fully aware of the risks of child abuse and must always adopt the highest standards of conduct as set forth in this "Policy for the protection and promotion of children's rights at FBK" (hereinafter also "Policy").

Workers should commit to these standards both professional and private life.

Article 2

POLICY PURPOSE AND AUDIENCE

The basic goal of this Policy is that of ensuring and promoting the protection and dignity of minors in all areas, taking into account current regulation and the relevant principles enshrined at international, European and national level.

In particular, with this Policy, Fondazione Bruno Kessler undertakes to protect minors who are recipients of the services it provides or who, in any capacity, are involved in its research and study activities. This commitment refers as well to the children of adults who use the services provided by the Foundation.

This Policy adds to, and expands, the horizon of the provisions of the Foundation's Code of Conduct. This Policy, therefore, applies to all individuals who - as identified in the Code of Conduct - operate in any capacity in favor or on behalf of the Foundation.

In particular, it applies to:

- the members of the statutory bodies;
- all Foundation staff, including PAT staff assigned to FBK or seconded;
- all in-house consultants, external consultants and associates as listed in the Foundation's policies;
- companies supplying goods, services and works that work with the Foundation and their staff;
- partners of local, national, European and international projects in which, in any capacity, the Foundation is involved.

Article 3

OBLIGATIONS OF AUDIENCE

The audience of this Policy should commit to:

- a. promote and prioritize the safety and well-being of minors;
- b. monitor and prevent situations of violence or abuse on minors (minor to minor, adult to minor) in the context of the activities carried out;
- c. organize their activities in such a way as to minimize any risks for minors;
- d. communicate to minors what type of involvement they should expect and encourage them to report any concerns;
- e. make children aware of their rights and help them develop an active role in their own and their peer's protection;
- f. encourage all those who work in contact with minors to act in the interest of their development and protection;

- g. activate, and implement, secure channels to report breaches to this Policy;
- h. ensure that the data of minors are protected and processed in accordance with the provisions of the General Data Protection Regulation n. 2016/679 (GDPR).

Article 4

SPECIFIC OBLIGATIONS FOR RESEARCH ACTIVITIES

Due to the specific nature and purpose of the Foundation, special obligations are set out below for all staff involved in research and innovation.

- a. The protection of minors and the related prevention of risks must concern all phases of research: activity planning, selection of staff who will be working with minors, research activities, publication and dissemination of results.
- b. Minors should be involved in research activities only after informed consent from their parents or legal guardians has been obtained. All parties concerned - minors, parents, legal guardians, if any - must be provided with clear and transparent information about the research activities. The information should not underestimate or conceal possible risks and should point out the expected benefits.
- c. Minors should not be involved in any type of activity that could harm their dignity or unsettle their psychophysical balance regardless of any consent given by parents or legal guardians.
- d. The child's right to withdraw from the research activities whenever and for whatever reason he or she wishes should always be granted. In these circumstances, it is appropriate to examine the reasons for the withdrawal and to consider changes for future approach.

Without prejudice to the provisions of the Foundation's Privacy Regulations and the General Data Protection Regulation No. 2016/679 (GDPR), the development of objectives related to sociological research activities can be admitted due to its particular empirical value and relevance only if any data that may reveal the identity of the minor remains strictly confidential.

Article 5

SPECIFIC PROTECTION PROVISIONS REGARDING THE PROCESSING OF PERSONAL DATA AND PRIVACY

The General Data Protection Regulation No. 2016/679 (GDPR) states that minors deserve specific protection in relation to their personal data, as they may be less aware of the risks, consequences and related safeguarding measures.

In the context of this Policy, this protection provision is to be understood as "additional" with respect to what has already been mentioned above as a specification of the obligations of the audience (Art. 3) and of the particular obligations in the research activity (Art. 4).

More in detail, therefore, we provide specifications as follows:

- a. video-audio-recordings and photographs should be obtained with due respect of the rights of the minors involved, exclusively in contexts that do not compromise the personal dignity and propriety of minors, ensuring the protection of minors when using the collected materials;
- b. video recordings and photographs should portray minors with appropriate clothes and attitudes;
- c. when using information and communication technologies, such as the internet, websites, social network sites, digital photography, the Foundation pays the utmost attention not to harm their dignity and to ensure that children and vulnerable adults are not exposed to no possible risk;
- d. video-audio recordings and photographs should be selected with the best interests of the minor in mind and published only after having obtained the consent of the minor and of the parent or legal guardian;
- e. even when prior authorization of parents or legal guardians has been obtained, the Foundation tends not to publish images of minors that allow their direct identification by implementing strategies that ensure the confidentiality of minors, such as for example by using group photos and photos in which the minor is turning his/her back to the camera, applying special face processing (face is blurred, out-of-focus, pixelated, hidden by a sticker or emoticon);

- f. bodies, organizations, groups and/or individuals not associated with the Foundation who intend to make use of the informative materials must guarantee compliance with internal policies on the correct and appropriate use of such materials.

Article 6

AWARENESS RAISING AND TRAINING

The Foundation widely disseminates this Policy and undertakes to ensure support, supervision and appropriate training to all recipients of this Policy on the issue of the protection and promotion of children's rights.

Article 7

MISCONDUCT REPORTING

Anyone who notices or becomes aware of facts or conduct that is not in line with the provisions of this Policy is required to immediately notify either the Head of Corruption Prevention and Transparency Unit or the Foundation's Supervisory Body.

If the facts or conduct constitute criminal activity, the main obligation is to report them first to the judicial authority or to a public official.

Article 8

MAIN DEFINITIONS

Minor: natural person who has not yet reached the age of eighteen. We therefore refer to both children and adolescents.

Child Abuse: any act that physically or mentally harms a minor, which directly or indirectly causes damage or precludes the prospects of a healthy and safe development towards adulthood. The main categories of abuse are defined by the World Health Organization as physical abuse, emotional abuse, neglect and negligent conduct, sexual abuse and exploitation.

Violence against children: any act deliberately carried out by an adult against the minor and which could cause potential or real damage to his/her safety, well-being, dignity and development. It includes all forms of physical and mental injury, all characterized by an abuse of power and by the betrayal of the child's trust by the adult.

Neglect and negligent treatment: inadequate attention to the minor's material and emotional needs, by parents or those who have the task of taking care of them, even if they have the means. This includes the inability to protect the child from potential hazards and to guarantee and protect their primary needs such as medical care, education and adequate emotional development, often to the point of exposing them to physical and emotional prejudice.

Exploitation: use of the minor for the benefit, gratification or profit of third parties. These activities expose the child to unfair, cruel and dangerous treatment and involve impairment to his/her emotional, social, moral and psychophysical health development.

Damage: consequence of the exploitation, violence, abuse and neglect of the minor and detrimental to his/her psycho-physical, emotional and behavioral development, his/her health, social and family relationships, his/her right to education and his/her aspirations.