

STANDARDS FOR THE PROTECTION OF MINORS
/CHILD PROTECTION POLICY/
APPLICABLE IN THE CHOCHOŁOWSKIE THERMAL BATHS FACILITY
CHOCHOŁÓW 400, 34-513 CHOCHOŁÓW

SHORT VERSION FOR CHILDREN

I. INTRODUCTION

Chochołowskie Termy spółka z ograniczoną odpowiedzialnością with its registered office in Chochołów, as the owner of the facility under the name: Chochołowskie Thermal Baths, located at: Chochołów 400, 34-513 Chochołów, is guided by children's well-being in all its activities, wanting to provide them with favourable and safe conditions while using the Chochołowskie Thermal Baths.

To ensure the protection of children and young people from abuse, among others: we have implemented procedures that are summarised in this document entitled: Standards for the Protection of Minors /Child Protection Policy/, in which every child will find rules that will help us create a friendly, safe and violence-free place together.

II. MOST IMPORTANT RULES

At Chochołowskie Thermal Baths, we always adhere to the following rules:

1. Every child should be treated with respect due to him or her and his or her dignity.
2. Abusing children is unacceptable, including, in particular, using violence against them in any form.
3. Staff should always respond to situations of child abuse or when there is a reasonable suspicion that child abuse is occurring.

III. OUR STAFF AND THE RELATIONS OF THE STAFF WITH CHILDREN USING THE CHOCHOŁOWSKIE THERMAL BATHS

1. Our staff has appropriate knowledge and, as part of their duties, pays attention to risk factors and symptoms of child abuse.
2. The following rules apply and are always observed in relations between children using Chochołowskie Thermal Baths and the staff:
 - All children should be treated with respect, and their dignity and needs should be taken into account.
 - When communicating with a child, you should be patient and respectful, listen carefully to the child and provide him or her with answers appropriate to his or her age and the situation.
 - All children should be treated equally, regardless of any characteristics.
 - It is unacceptable to use violence against a child in any form.
 - You must not embarrass, humiliate, disrespect or insult a child. You must not shout at a child in a situation other than for the safety of the child or other children. You must not hit, poke, push, etc. a child unless there is a threat to the child's health or life.

- You must not take advantage of physical advantage or use threats against children.
 - You must not joke inappropriately, use profanity, make offensive gestures or say anything sexual in the presence of children.
 - You should not engage in games such as tickling, pretend fighting, brutal physical play, etc.
 - Images of children may not be recorded for private purposes. Image recording in other situations and for other purposes is regulated by separate regulations.
 - You must not disclose sensitive information about a child to unauthorised persons, including other children.
 - It is prohibited to enter into any romantic or sexual relationship with the child or to make inappropriate proposals to the child. This also includes sexually explicit comments, jokes, gestures and sharing erotic and pornographic content with children regardless of its form. You must not contact the child through private communication channels (private telephone, e-mail, instant messaging, social media profiles) or meet the child outside the workplace.
 - Contact with children should only occur during working hours and for purposes that fall within the scope of staff responsibilities.
 - It is strictly prohibited to offer children alcohol, tobacco products or other stimulants or illegal substances.
3. When a child feels uncomfortable with a particular behaviour or words, he or she can tell our staff about it and expect an appropriate response and/or help.
 4. If an employee notices disturbing behaviour or a situation, in particular when witnessing any of the above-described behaviours and/or situations on the part of other adults or children, he or she is obliged to provide help to the child and act in accordance with the standards and procedures adopted at the Facility.

IV. ACTIONS TO BE TAKEN IN THE EVENT OF CHILD ABUSE OR SUSPECTED ABUSE

1. In the event of harm to a child on the premises of the Chochołowskie Thermal Baths facility or suspicion of such harm, any person witnessing or suspecting harm, including the child himself/herself, should always report this circumstance as soon as possible:
 - if the incident takes place in a swimming pool or saunarium - to the nearest lifeguard;
 - if the event takes place on the premises of the Chochołowskie Sports Centre - to any person from the coaching staff;
 - if the event takes place at Chochołowska SPA or Chochołowska Normobaria - to the reception employee;
 - if the event takes place in other areas of the Facility - at the ticket offices or at the Customer Service Office.

Notwithstanding the above, each report may be submitted to the Customer Service Office and, in emergency situations, to any staff member.

2. For the procedures we have implemented to be effective, it is necessary for children themselves to report any behaviour that threatens their life, health or dignity, and we encourage them to do so.
3. Whenever there is a suspicion that a child staying at the Facility may be, is or has been harmed, our Staff will respond appropriately and act in accordance with the standards and procedures adopted at the Facility.

V. RULES FOR CHILDREN'S ACCESS TO THE INTERNET

In connection with the provision of the WI-FI network in our Facility, we observe and ensure that this network is protected against dangerous content. However, we ask you to always use the Internet carefully and respectfully, respecting other people, especially your colleagues.

VI. FINAL PROVISIONS

The full text of the Standards is published on our website <https://www.chocholowskietermy.pl/> and is also available in a visible place on the premises of the Chochołowskie Thermal Baths facility (including at the Customer Service Office and ticket offices). You can always refer to them if necessary.

REMEMBER !!!

Everyone has the right to respect their dignity. If you yourself are harmed or you witness another child being harmed, inform an adult about it immediately.

Remember about institutions that provide additional support for children and young people:

- The Empowering Children Foundation runs a helpline for children and young people, open 24 hours a day, 7 days a week, including on public holidays (number 116 111). All current information can also be found on www.116111.pl and www.fdds.pl. Support and help are provided for free.
- The helpline of the Ombudsman for Children is available 24 hours a day, 7 days a week at: 800 12 12 12. You can also write and chat with experts, which can be found on the Ombudsman's website: www.brpd.gov.pl. Support and help are provided for free.
- A nationwide telephone line for victims of domestic violence - the so-called Blue Line. By calling the hotline: 800-12-00-02 you can get support, psychological help, information about the regulations and procedures in force in Poland, as well as about institutions providing help to people experiencing domestic violence.
- 24/7 hotline for children, teenagers, parents and teachers: 800 080 222.
- Antidepressant Telephone Forum Against Depression: 22 594 91 00.
- Telephone Psychological First Aid: 22 425 98 48.