

**Principles of safe staff-child relationships**

1. The guiding principle of all activities undertaken by staff is to act for the good of the child and in his or her best interests.
2. Staff treat the child with respect and consider his or her dignity and needs.
3. Violence against children in any form is unacceptable.
4. It is unacceptable to establish any sexual or romantic relationship with a child.
5. The staff operates within the framework of applicable law, the Company's internal regulations and their own competencies.
6. The principles of safe relations between staff and children apply to all employees, co-workers, interns and volunteers, as well as to every adult person who has contact with children on the premises of the Chochołowskie Thermal Baths facility if this contact takes place with the consent of the Company's management.
7. Knowledge and acceptance of the rules are confirmed by signing a declaration.
8. Staff are required to maintain a professional relationship with children and to consider at all times whether a response, message or action towards a child is appropriate to the situation, safe, justified and fair towards other children. Activities should be conducted openly and transparently to others to minimise the risk of misinterpretation of behaviour.

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Whenever the following provisions refer to the subject of sports, classes, training, etc., it is assumed that they apply to classes and events, in particular sports, organised and/or conducted by the Staff of Chochołowskie Thermal Baths.

**Communication with children**

Each staff member in communication with the child:

1. Maintains patience and respect towards the child.
2. Listens carefully to children and gives them answers appropriate to their age and situation.
3. If he or she knows the child's name, he or she calls the child that name.
4. When making decisions about the child, he or she informs him or her about it and tries to consider his or her expectations. It gives him or her agency and the ability to decide about his or her involvement in sports and further plans for his or her development.
5. Respects the child's right to privacy. As an authority who is often the confidant of children's secrets, he or she should not use such knowledge and reveal their secrets. If a waiver of confidentiality is necessary to protect the child, the child will be informed as soon as possible.
6. Does not disclose sensitive information about the child to unauthorised persons, including other children and parents. This includes the child's image, information about his or her family, economic, medical, care and legal situation.
7. He or she assures children that if they feel uncomfortable in a certain situation, behaviour or words, they can tell him or her or a designated person about it and expect an appropriate response and/or help.
8. Does not embarrass, humiliate, disrespect, humiliate or insult the child.

9. Does not shout at the child in a situation other than that resulting from the safety of the child or other children or inciting a fight during classes/competitions. Each time, such a scream must be free from humiliation and verbal violence.
10. Does not behave inappropriately in the presence of children. This includes using vulgar words, gestures and jokes, making offensive remarks, referring to sexual activity or attractiveness in statements, and using relationships of power or physical advantage towards the child (intimidation, coercion, threats).
11. Applies equality to children in providing information about training and development opportunities.
12. Does not comment on the appearance of children. If a child's physical condition requires improvement, he or she provides this information privately, sensitively referring to training goals, not appearance assessment.

### **Activities with children**

Each staff member in activities with children:

1. Is obliged to disclose every contact with children. He or she does not hide his or her contact with the child. Other adults and other children know about training and other meetings conducted by the coach for all players.
2. His or her behaviour sets an example for children and is a role model for them. He or she applies fair play rules and encourages others to follow them. He or she is aware that his or her relationships with other staff members and parents model children's behaviour.
3. Builds team spirit by applying the principle of "one for all, all for one", which is not understood as collective responsibility but as joint commitment to achieving the goal and caring for each other. He or she does not grant privileges or create an artificial division of responsibility but focuses on the common distribution of tasks within the team (for example, determining who and when cleans up after training, without the presumption that it is always the same person, for example with low seniority in the team).
4. Reacts to every manifestation of peer violence. He or she does not turn children against each other, does not gossip about them, does not encourage violent practices (e.g. trash talking - a psychological game where the opponent may be great in his or her discipline, but what we do and say makes him or her lose his or her balance and lose his or her rhythm; "packing" - bullying younger or less experienced children). Treats all players with respect.
5. Builds authority on respect resulting from compliance with safety rules, high technical skills, understanding, keeping arrangements and promises, and never on intimidation and penalties. He or she makes sure to have good contact with the children he or she takes care of.
6. Appreciates and respects children's contribution and effort, does not focus solely on performance and results, and does not blame children for failure. He or she does not make children's values dependent on their results in sports. Encourages participation in training and competitions. Without putting any pressure, he or she explains the importance of participating in them, still leaving the decision to the child.
7. Activates children and treats them equally regardless of their physical conditions necessary to practise sports and gender, sexual orientation, fitness/disability, social, ethnic, cultural, religious status and worldview. Adjusts training plans to the skill level and capabilities of children. He or she skillfully poses challenges while respecting children's sensitivity.

8. Respects children's privacy, in particular, does not enter toilets, showers or locker rooms when children are there. Follows the rules for using the locker room and bathrooms.
9. Respects children's time. He or she does not cancel or postpone training at the last minute and does not expect children to give up other activities that are important to them, such as time with family, school or any other that is a priority for them at the moment.
10. Puts children's safety, their well-being and the joy of playing sports first. He or she does not exert pressure to achieve favourable results at any cost without paying attention to possible negative consequences, in particular he or she does not encourage training or competition in the event of injury.
11. Reports to management all risky situations, including a staff member being attracted to a child or a staff member being attracted to a child. If he or she witnesses such a situation, he or she reacts firmly and sensitively.
12. Makes sure that, when staff are available, he or she is within sight or hearing of other staff members when engaging in activities with children. In exceptional and justified situations, when he or she must be alone with the child, he or she always notifies other staff members and informs them where exactly he or she will be staying with the child.
13. Does not favour children and does not provide them with personal care that they do not need.
14. Does not enter into any romantic or sexual relationship with the child or make any inappropriate propositions to the child. This also includes sexual comments, jokes, gestures and sharing erotic and pornographic content with children regardless of its form.
15. Does not record the child's image (filming, voice recording, photographing) for private purposes. This also applies to allowing third parties to record images of children if the management has not been informed about it, has not consented to it and has not obtained the consent of parents/legal guardians and the children themselves.
16. Does not offer alcohol, tobacco products or illegal substances to children and does not use them in the presence of children.
17. Does not accept money or gifts from the child or the child's parents/legal guardians. He or she does not enter into any relationship of dependence towards the child or the child's parents/guardians, which could lead to accusations of unequal treatment or deriving financial or other benefits.
18. In the case of competitive sports, the child has the right to refrain from training with the child if the child is not predisposed to practising professional sports. In such a case, the message and way of talking to the child should be adapted to the child's age and sensitivity and should never be associated with shaming him or her or discouraging him or her from practising sports in general.
19. In the case of professional sports, there is no right, for personal reasons, to engage in training and competitions a child who is not predisposed to practising professional sports.

### **Physical contact with children**

Any act of violence against a child is unacceptable. However, there are situations in which physical contact with a child may be appropriate and meets the principles of safe contact: it is a response to the child's needs at a given moment, takes into account the child's age, developmental stage, gender, cultural and situational context. However, it is impossible to determine the universal appropriateness of all such physical contact because behaviour appropriate for one child may be inappropriate for another. You should always use your professional judgment by listening, observing and noting the

child's reaction, asking for consent to physical contact (e.g., hugging, postural correction), and being aware that even with good intentions, such contact may be misinterpreted by the child or others.

Any staff member in physical contact with children:

1. In a situation where he or she needs to touch a child to correct his or her posture, he or she explains what he or she will do and why.
2. Is always prepared to explain his or her actions.
3. Pays particular attention to children who have experienced abuse and harm, including sexual, physical or neglect. Such experiences can sometimes cause a child to seek inappropriate or inappropriate physical contact with adults. In such situations, staff should respond sensitively but firmly and help the child understand the importance of personal boundaries.
4. Does not hide and maintains open physical contact with the child. Physical contact cannot be related to any gratification or result from a power relationship. If a staff member witnesses any of the behaviours and/or situations described above by other adults or children, they should always inform the responsible person and/or follow the applicable intervention procedure.
5. In situations requiring childcare and hygiene, he or she avoids physical contact with the child other than necessary. You should ensure that a different person assists you in each care and hygiene activity. If the care and hygiene of children is the staff's responsibility, they should be trained in this direction.
6. Makes sure that, if individual care by a physiotherapist is necessary, the presence of a second adult, e.g., a doctor, another member of the medical staff, or a staff member, is ensured whenever possible. In such situations, an adult should never be left alone with a child or even alone in the presence of another child. If this is not possible, such contacts should at least be open at all times.
7. Does not hit, poke, push, pull, kick, slap, throw objects at the child, or in any way violate the child's physical integrity.
8. Does not touch the child in a way that may be considered obscene or inappropriate.
9. Does not engage in activities such as tickling, pretend fighting with children, or violent physical play.
10. During trips and excursions longer than one day, it is unacceptable to sleep with a child in one bed or one room. If the above is not possible (e.g., due to the risk of exclusion of the child for economic reasons), the principle of cooperation with the organiser who will provide accommodation for children with children, and coaches with trainers, or cooperation with parents who will provide children with accommodation separately from the trainer, should be applied.

#### **Use of locker rooms and bathrooms**

1. If classes or competitions take place in an unknown facility, you should obtain information about whether children have a separate bathroom and locker room for their exclusive use or whether they are made available to the public.
2. Adults are not allowed to change clothes in the presence of children or be in the locker room or bathroom when children are undressed. Adults, including coaches or guardians, are not allowed to use locker rooms and showers located in the same rooms as children's locker rooms and showers. Risks should be minimised by separating spaces or setting aside time for children.

3. In the case of coeducational classes, children should be provided with separate bathrooms and locker rooms.
4. If the child feels uncomfortable getting dressed or taking a shower, do not pressure him or her to do so. Instead, they should be encouraged to do it at home.
5. If children with disabilities need to use facilities, make sure they are accessible and that the child with a disability and their caregiver are involved in deciding whether and how they should be helped. Make sure your child is able to consent to the support being offered.
6. Children should be provided with conditions for safe storage of personal belongings and comfortable conditions for changing clothes and using showers (working locks for locker rooms and bathrooms, screens, etc.)
7. The use of cell phones or recording equipment by coaches or caregivers is prohibited in locker rooms and bathrooms. Children should be discouraged from using telephones in locker rooms. When children are allowed to use telephones, they should be provided with information on how to use them safely and responsibly.
8. You should respond to reported ridiculing and embarrassing behaviour between children - undressing for "fun", comments about appearance, e.g., resulting from the different levels of development of individual children.

#### **Contacts outside training hours**

1. As a rule, contact with children should only occur during classes/competition hours and for purposes that fall within the scope of staff responsibilities.
2. Staff are not allowed to invite children to their place of residence or meet with them outside school hours without the knowledge and consent of the Company's management and the children's parents/guardians. This also includes contacts with children through private communication channels (private telephone, e-mail, instant messaging, social media profiles).
3. If necessary, the appropriate form of communication with children and their parents/guardians outside school hours is through official channels (e-mail, business telephone). If you do not have work telephones, you can communicate with your child via online channels (e.g., social media groups, mailings) only if there is another adult in the group, among the recipients, or if the recipients are at least two children. This contact must be public each time, and parents should be informed about its form.
4. If it is necessary to meet with children outside school hours, the staff member must inform the Company's management, and the parents/legal guardians of the children must consent to such contact.
5. Maintaining social or family relationships (if children and the children's parents/guardians are close to the staff member) requires maintaining the confidentiality of all information relating to other children and their parents/guardians. This must not result in favouritism towards these children.
6. In the case of individual training, the guardian's consent is required, and the presence of one other adult is recommended. Individual training should occur in parallel (two participants and two trainers at the training site) if possible.

#### **Safety in online contacts**

1. Staff should be aware of digital threats and risks arising from recording private online activity by applications and algorithms, as well as their own activities on the Internet. This includes liking

certain pages, using dating apps to meet children with whom you have professional activities, following certain people/pages on social media and the privacy settings of your accounts. If a staff member's profile is publicly available, children and their parents/guardians will be able to see their digital activity.

2. The Company's activities should be communicated through its official social media. Staff may share Company posts on their private profile. When doing this or posting comments on social media, staff should be careful to ensure that they do not endanger the child's well-being or cause harm to the child.
3. Staff are prohibited from contacting children belonging to a given section, club, etc., operated by the Company by accepting or sending invitations on social media for non-business purposes. At the same time, if the trainer is a trusted authority and the child's situation is known to him or her and suggests that the child may seek help from him or her, this rule may be waived. Then, you should inform another adult about this contact while maintaining confidentiality and not informing about the child's confidences.
4. Children should not have personal electronic devices during classes or other activities conducted by the Company's Staff.
5. Online communication should take place through parents or guardians whenever possible. If this is not possible, the consent of the above-mentioned persons and the child should be obtained for direct communication, remembering that direct communication with the child via e-mail or closed groups for communication with children (e.g. Whatsapp, Messenger), is only possible if there is one other adult in the group or among the recipients, or the recipients include at least two children. Each time it must be open contact.
6. Messages should be limited to communication directly related to the child's participation in classes, training or competitions. In particular, you should not send anything that a third party could consider to be a sexual message. If the trainer wants to provide feedback on progress in achieving training goals, he or she should do so in direct contact with the child.
7. It is strictly forbidden to communicate with children via internet chats, gaming websites or instant messengers, except for the situation described in point 5.