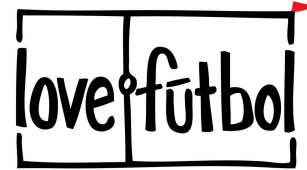


LF Safeguarding & Child Protection



1. Purpose

At love.fútbol, safeguarding is a non-negotiable responsibility and a core condition for our work.

We are committed to ensuring that all individuals who engage with our organization, especially children, adolescents, young people, and other vulnerable populations, are protected from harm, abuse, exploitation, neglect, and any form of violence.

This policy establishes:

- Clear behavioral expectations
- Prevention measures
- Reporting and response procedures
- Accountability mechanisms

Safeguarding is not only about compliance. It is about protecting dignity, building trust, and ensuring that our spaces are safe for participation, learning, and growth.

2. Scope and Application

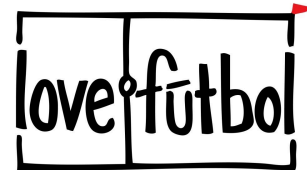
This policy applies to all individuals engaged with love.fútbol:

- Board Members
- Leadership and staff
- Project teams, educators, and young leaders
- Contractors and service providers
- Partner organizations
- Volunteers

Safeguarding is a shared responsibility across all roles.

3. Definitions

- **Child:** Any person under 18 years of age



- **Adolescent / Young Person:** Ages ~10–24
- **Vulnerable Person:** Anyone at increased risk due to social, economic, or contextual factors
- **Abuse** includes:
 - Physical
 - Emotional / psychological
 - Sexual (including exploitation)
 - Neglect
- **Safeguarding:** Prevention of harm and appropriate response when harm occurs

4. Guiding Principles

- Zero tolerance for abuse or exploitation
- Best interest of the child always comes first
- All individuals have equal rights to protection
- Safeguarding is everyone's responsibility
- Prevention is prioritized over reaction
- Confidentiality and dignity must be preserved
- Reporting is mandatory when concerns arise

5. Expected Behavior

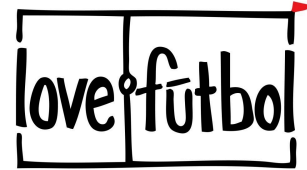
All individuals must:

- Treat all people with dignity and respect
- Maintain appropriate professional boundaries
- Avoid any behavior that may cause harm or risk
- Act immediately when concerns arise
- Follow reporting procedures

6. Prohibited Conduct

Strictly prohibited:

- Physical, emotional, or sexual abuse
- Harassment, bullying, or intimidation
- Exploitation or manipulation
- Discrimination or exclusion
- Sexual or inappropriate relationships with beneficiaries
- Any behavior that places individuals at risk



7. CHILD SAFEGUARDING (CORE OPERATIONAL SECTION)

This section is mandatory and central to love.fútbol's work.

Given that we work directly with children in vulnerable contexts, all operational safeguards below must be strictly followed.

7.1 Supervision and Safe Presence

- Activities must always include at least one trained adult
- The two-adult principle should be applied whenever possible
- Avoid one-on-one situations between adult and child

If unavoidable:

- Stay in visible/public spaces
- Minimize duration
- Ensure transparency

7.2 Recruitment, Screening, and Clearance

Before working with children:

- Background checks must be conducted where legally possible
- References must be verified
- Individuals must sign safeguarding commitment
- Annual re-checks should be conducted when feasible

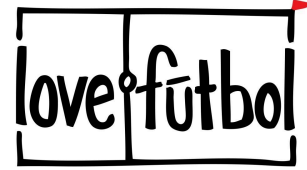
Individuals deemed unsafe must not be engaged.

7.3 Training and Awareness

- Mandatory safeguarding training before engagement
- Annual refresher training required
- Partners and community actors must also receive guidance

Training includes:

- Recognizing abuse
- Boundaries
- Reporting procedures



7.4 Physical and Emotional Boundaries

Allowed:

- Appropriate, respectful interaction

Not allowed:

- Sexualized behavior or language
- Contact with intimate body parts
- Excessive or intrusive physical contact
- Any behavior that could be misinterpreted

7.5 Power Dynamics and Relationships

Strictly prohibited:

- Favoritism or preferential treatment
- Giving gifts, money, or personal benefits
- Creating dependency or emotional control
- Flirting or romantic engagement

All relationships must remain:

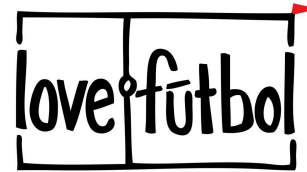
- Professional
- Transparent
- Respectful

7.6 Discipline and Communication

- Feedback must be respectful and constructive
- Public humiliation or intimidation is prohibited
- Discipline must never involve:
 - Physical punishment
 - Emotional harm
 - Fear-based control

7.7 Safe Use of Facilities (Bathrooms, Changing Areas)

- Children should use the facilities independently
- Adult presence only in:



- Emergencies
- Special needs situations

If assistance is required:

- A second adult should be present when possible

7.8 Transportation

- Staff should not transport children alone
- Exceptions only:
 - With clear authorization
 - With visibility and documentation

7.9 Community Risk and Armed Violence Contexts

In high-risk environments:

- Activities must be suspended in unsafe conditions
- If already in progress:
 - Participants remain in safe space
 - Guardians are informed
 - Movement only when safe

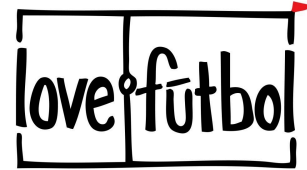
Safety overrides all programming priorities.

7.10 Media, Images, and Digital Protection

- Explicit consent required for all images
- For children:
 - Parent/guardian consent mandatory
- Images must:
 - Preserve dignity
 - Avoid risk exposure
 - Never be exploitative

7.11 LGBTQIA+ and Identity Respect

- Always respect identity and expression
- Ask respectfully when unsure



- Never expose or embarrass individuals

7.12 Early Warning Signs and Duty to Act

Staff must be alert to signs such as:

- Behavioral changes
- Fear, withdrawal, or anxiety
- Physical or emotional distress

Suspicion alone is enough to trigger reporting.

8. REPORTING AND RESPONSE

8.1 Obligation to Report

All individuals must report:

- Suspicions
- Observations
- Disclosures

Failure to report = violation of policy.

8.2 Reporting Channels

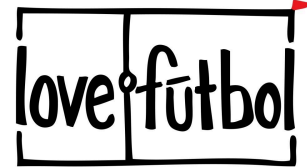
- Email: rh@lovefutbol.org / listening@lovefutbol.org
- whatsapp: +55 81 9816-0111
- Website Listening Page [HERE](#)
- Official forms [HERE](#)

8.3 Safeguarding Working Group

Responsible for:

- Managing reports
- Conducting investigations
- Providing support
- Monitoring implementation

8.4 Investigation Process



- Acknowledge within reasonable timeframe
- Conduct confidential investigation
- Collect evidence and testimonies
- Complete within ~60 days when possible

May include:

- Temporary removal of accused
- External experts
- Legal referral

8.5 Protection Measures

- Immediate protection of victim
- Removal of risk
- Emotional and psychological support
- Confidential handling

8.6 Non-Retaliation

No retaliation will be tolerated.

9. SUPPORT TO VICTIMS

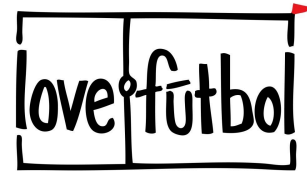
love.fútbol commits to:

- Listening with empathy
- Protecting dignity
- Providing support and follow-up
- Avoiding re-traumatization

The well-being of the victim is always the priority.

10. MONITORING AND ACCOUNTABILITY

- Annual policy review
- Mandatory training cycles
- Documentation and secure record-keeping
- Continuous improvement



11. DISCIPLINARY ACTION

Violations may result in:

- Removal from activities
- Termination
- Legal action
- Termination of partnerships

12. FINAL COMMITMENT

Safeguarding is a shared responsibility and a reflection of who we are.

Every person at love.fútbol is responsible for:

- Protecting others
- Acting with care
- Upholding this policy

Failure to comply is incompatible with our mission and values.