

CHILD PROTECTION POLICY OF FUNDATIA TARBUT SIGHET CULTURA SI EDUCATIE IUDAICA (FTS)

FTS recognizes that child protection is possible thanks to the engagement of all our staff members. Children's well-being is paramount for us and we believe that all children have the right to be protected from all forms of abuse. Child Protection is everyone's responsibility. We recognize that we have a fundamental duty of care towards all children we engage with including a duty to protect them from abuse. We aim to achieve this through compliance with child protection laws in Romania.

Child protection is regulated nationwide by national and international acts including: the Constitution of Romania, the Penal Code and the Code of Criminal Procedure, and the United Nations Convention on the Rights of the Child (UNCRC). These laws define child abuse as the violation of the rights of a child. In Romania, child abuse is a serious crime and can be punishable by imprisonment.

I. Guiding Principles of Child Protection:

1. Having zero-tolerance for child abuse.
2. Protecting children's rights and their best interests.
3. Placing the child as the priority when dealing with all identified or suspected cases of child abuse.
4. Empowering and educating children on their rights, personal safety, and steps they can take, if there is a problem.
5. Integrating child protection into all aspects of our organizational strategy, structures and work practices.

II. Child protection policy:

Taube Center's Child Protection Policy is made up of several components, all with the goal of keeping children and youth safe. It includes agency-specific child protection protocols, guidelines for reporting incidents, steps for preventing abuse, training for staff and volunteers, the rules we follow for using information in print and web materials and safety measures for sponsor-beneficiary interactions.

III. Child protection protocols:

FTS has its own child protection protocols that are based on Romanian and EU laws on child abuse, procedures that are required by local law. FTS keeps a list of relevant local authorities (Police and adequate public prosecutor's office) to whom child abuse cases are reported, as well as a list of partner organizations to contact that can provide the appropriate support services for victims.

In specific, the rules of the child protection protocol are as follows:

1. Complaints of child abuse by the Complainant and / or Informant must be lodged confidentially at FTS' CEO, either in writing including email, or verbal via telephone or in person, directly with the CEO and / or with the designated Child Protection Officer.
2. FTS's CEO is Ms. Peninah Zilberman, and is responsible for implementing Child Protection Policy in the Taube Center, and can be contacted via email: peninah118@gmail.com

3. FTS designates Ms. Peninah Zilberman as FTS' Child Protection Officer, and can be contacted via email: peninah118@gmail.com .
4. Once a complaint of child abuse has been lodged to the Child Protection Officer the recipient of the complaint must immediately notify the CEO for purposes of registering the complaint.
5. The date(s), time(s), facts of the alleged child abuse and other pertinent details must be promptly recorded by the recipient of the complaint.
6. After receiving the complaint, if signs of a criminal offence, transgression or a crime are noted, the Child Protection Officer and / or CEO shall refer immediately the child abuse complaint to the Police and / or the public prosecutor's office for further public investigation.
7. The Child Protection Officer and / or CEO must also inform the Complainant and Complainant's parent(s) or guardian(s) that the Complainant is entitled to lodge the same complaint to the Police or other law enforcement agency.
8. Additionally, the Child Protection Officer and / or CEO may appoint a case officer who shall further investigate internally the complaint, promptly and in strictest confidence, and who will produce the preliminary investigation report.
9. The Child Protection Officer and / or CEO shall be the case officer in charge of the investigation for the complaint of child abuse inside FTS office.
10. The case officer must ensure that all information and records pertaining to the child abuse complaint are kept confidential.
11. The case officer must ensure that the Complainant and Complainant's parent(s) or guardian(s) are informed and understand the relevant procedure in dealing with the child abuse complaint.
12. Upon receiving the complaint of child abuse and compiling the preliminary investigation report, provided there is sufficient evidence to proceed with the matter, the case officer must comply with the procedure for the 'misconduct' until the ultimate determination of the culpability of the alleged perpetrator(s).
13. A Complainant and / or Informant who lodges a complaint of child abuse that is false and / or vexatious commits a 'misconduct' and shall be subjected to relevant disciplinary proceedings.

IV. Reporting incidents:

For all reported child-abuse incidents, Taube Center requires that the child's best interest be the priority. In addition, all incidents must be dealt with promptly, and they must be handled in a confidential manner that does not harm the victim or the person reporting the abuse.

V. Preventing abuse:

Preventing abuse entirely is the goal for any organization. We believe that we must do everything in our power to reduce cases of abuse as much as possible to help ensure children's safety. The key to our strategy is education:

Allowing all children and teens the opportunity to participate in programs regardless of gender sexual orientation, disability, ethnicity, or religion.
Encouraging and supporting children, staff, and community members to report cases of abuse.
Incorporating child protection information into Taube Center's programs. In this way, we reach a broader audience and reemphasize the importance of protecting children.

VI. Measures taken to protect children:

The actions taken to ensure child abuse prevention in specific are:

Never using images of inappropriately clothed children.
Not publicly disclosing a child's last name, personal address or other information that could be used to locate a child within a country.
Not publishing health information, unless the family or individual has given us written consent.
Guidelines in place for anyone who may have contact with children and youth or their personal information.
Telling the truth of the story. This means never using manipulated or sensationalized text and / Or images, and certainly not employing discriminatory or degrading language.

Additionally, children, youth and individuals featured in our materials must provide consent (or their parents or guardians must consent) on paper to us using their image or story prior to publication.

VII. Obligatory background checks:

To ensure proper conduct during work with children FTS is informed prior to employment that it will conduct background checks of persons recruited to work with minors. A background check should be required when working with vulnerable groups such as kids and fragile individuals. Moreover, employers in Romania are required by law to recruit personnel who have no relevant convictions for specific positions, notably those involving minors and vulnerable individuals. Employers who recruit ineligible workers may risk legal action and penalties.

The background check includes in specific:

- 1) A criminal background check on an individual that is normally undertaken before the person embark on a position that include work with children. It is used to ensure that the individual is of good character, has no prior convictions that would make them untrustworthy, and does not endanger the safety of minors. When it comes to dealing with children, one of the most critical considerations is their safety. Employers may improve workplace safety by avoiding hiring someone with a criminal record or a history of violence.
- 2) A professional social media check that reduces risks and looks for behavior such as bullying, racism, nudity, and excessive harsh language in a candidate's internet presence. In summary, all potential applicants for positions that include work with children should be subjected to a social media check

prior to the interview stage, so any red flags or other concerns may be raised with the job candidate during the interview.

Considering all the above points, and not in contradiction with them, in addition to what is described, FTS will try in every possible way to ensure that the child's best interest is paramount in all our activities and projects concerning or in which children will participate.

Signed,

Peninah Zilberman

Sighet, Romania
August 1st 2023

Peninah Zilberman
Founder & CEO
Email: peninah118@gmail.com
Tel: 40755988773

GENERAL REMARKS

Fundatia Tarbut Sighet Cultura si Educatie Iudaica (FTS) is an AEPJ member organization and has been coordinating EDJC programs since 2015. At the beginning FTS mainly organized EDJC activities in the Maramures Region. As FTS continued to grow, programming spread across Romania. FTS is thanks AEPJ for including FTS in the 2023 EDJC grant program.

A special extension for our programming was granted during these challenging times and FTS thanks EDJC and the Grant Officer for granting FTS the special extension. FTS' programs started on Sept. 3 and continued until December 14, 2023.

Following the events of October 7, 2023, The Federation of the Jewish Communities in Romania closed all Jewish Community Centres and no programs were allowed to take place. The only permitted daily prayers.

FTS was fortunate to continue its programming, albeit in a limited fashion. This past school year, more than any other year the theme of Memory had a special significance to the High School students in Romania. Implemented in the 2023 school year was the November 21, 2021 Romanian Parliament vote in favour of teaching Holocaust Studies and Jewish heritage as part of the History curriculum for Grade 11. FTS has benefited and appeared face-to-face or via zoom to many schools.

(Related news article: The upper house of Romania's parliament, by a large majority, has backed a law making the teaching of the Holocaust and Jewish history a compulsory subject in schools from 2023.
<https://balkaninsight.com/2021/11/18/romania-makes-jewish-history-holocaust-mandatory-school-subject/>*)*

FTS' mission this year was to reach as many new locations across Romania as possible which may have not yet had an EDJC program. In several of these locations the only witness to Jewish Life is the Synagogue, cemetery, or special buildings, as in most locations there are no Jews living there.

FTS used this opportunity and the grant funds to develop special programs and bring Jewish Heritage to the towns, cities, and villages. FTS connected with City Mayors, History Inspectors, Directors of Cultural Centres, and other individuals.

Romania is a large country, where nearly one million Jews lived until 1941. FTS planned and implemented activities in North Transylvania-Maramures, Iasi, Bukovina and Bucharest, raising Memory consciousness of the past in the present. As a result, several communities have asked to be included in next year's programs.

ACTIVITIES

Most of the FTS activities took place at locations such as Iasi Pogrom Museum, Baia Mare Regional Library, Cetate Synagogue in Timisoara, Sighet Radio Station Gallery, Solca City Hall and other public venues. Most local organizations who partnered with FTS in their programs have also started to open discussions and to get to know their local Jewish Community, where it was applicable. This will have major significance in future years.

The types of activities the organizations offered included hands-on activities such as Jewish culinary workshops for history teachers to be included in their Holocaust Studies curriculum. This brought a new dimension for how they can integrate holidays and traditions in their teaching of Memory Studies.

The programs brought people to several sites, which the local citizens would normally pass by on their daily travel to work and informed them of the Jewish connection to those locations. The schools and visiting family members never knew the Jewish connection or the Jewish narrative of specific locations within the town/city limits.

FTS, was proud to circulate the NIL, an exhibit which was specifically designed for the 2023 EDJC Memory events. FTS translated the exhibit narrative into Romanian and distributed the exhibit at four locations. Asociatia Maramures Heritage, together with FTS, designed an exhibit titled "WE WON" in Memory of the survivors from Maramures region. The exhibit was launched by the Sighet Radio Station and the Baia Mare City Hall, for January 27 - International Holocaust Day. It will be on display at the Baia Mare Regional Library and FTS is negotiating with other locations – as the exhibit has had a positive effect on its viewers.

FTS, along with the Solca Gr. 11 high school, rented a bus and travelled to Iasi (1.5 hrs. away) to visit the oldest restored Jewish Synagogue. The Jewish Community President addressed the students and an active Q&A session followed. The Iasi Theatre House was also visited where the first Yiddish Theatre in Romania was established. Later in the afternoon the NLI Exhibit launch was visited.

The feedback from the culinary Sabbath cooking workshop for the teachers was positive. It will be offered in future years.

Participants at all levels personally thanked the organizers for their enthusiasm, positive intentions and worthwhile programs. The participants ranged in ages (from 10 years old to 90) from all nationalities (Hungarians, Roma, Ukrainians - all residents of Romania) and Christian denominations.

COMMUNICATION

FTS mainly communicates via Tel, WhatsApp, email, posters, and face-to-face meetings with the local organizers. The local TV and Radio stations interviewed as well as mentioned the upcoming programs in their cities. The Jewish Newspaper reported on the events (see attached). In Romania, the most effective form of communication is word of mouth. Each organizer, publicized the programs to their members, and

sent emails to their mailing list or called the individual members from the Jewish Community. Overall, FTS was very satisfied with the attendance at the programs.

Each time AEPJ circulated an announcement, FTS sent it to all potential organizers. This created some excitement and enthusiasm. All organizers used the poster templates provided which made the advertisement colourful and creative.

One organizer who came to the Paris workshop with FTS helped made the event even better as they gained knowledge and information which was later applied in their programs.

CONCLUSION

The below are quotes exemplifying the overall sentiment at all programs:

"how nice that you planned this for our community"

"we are so happy you were able to come and produce such a meaningful concert"

"In the future – never hesitate to call on me to assist with planning a program"

These are just a few examples of the positive feedback FTS has received. People were enthusiastic, positively overwhelmed, happy, and sometimes they would even have tears in their eyes as it reminded them of times from their childhood of appreciation. For some it was the beginning of a sort of "Judaism 101 introduction course".

FTS participants in the Paris sessions and seminars found them to be descriptive, analytical, and brought out a different outlook on the meaning of MEMORY. They were helpful and brought knowledge and new perspectives to the professionals in the field.

Thank you so very much for the assistance you provided FTS.

Some of the photos highlighting the various programs can be found at:

<https://drive.google.com/drive/folders/1jG6wWrg7RsDyLrBfc8qkZBzE8GtuB-q0?usp=sharing>

Respectfully submitted,
Peninah Zilberman
Founder & CEO – FTS.

Sighet, Romania

August 1st, 2023

Peninah Zilberman

Founder & CEO

Email: peninah118@gmail.com

Tel: 40755988773