

GENDER EQUALITY STATEMENT

Technická akademie dětí a mládeže, z.s. (TECHAK)

1. Commitment

Technická akademie dětí a mládeže, z.s. (TECHAK) is committed to promoting gender equality and preventing discrimination in all its activities. The organisation ensures equal opportunities, participation and representation regardless of gender, gender identity, disability, ethnicity, social background or other personal characteristics.

Gender equality is a core principle guiding the design, implementation and evaluation of all educational and community activities.

2. Equal access and participation

TECHAK ensures that:

- girls and boys have equal access to all activities,
- participation barriers are actively identified and removed,
- learning environments are inclusive and supportive,
- outreach strategies encourage participation of underrepresented groups.

Special attention is given to encouraging girls' participation in digital, technical and media creation activities.

3. Gender-sensitive learning environments

Activities are designed to:

- challenge harmful gender stereotypes,
- promote positive and diverse role models,
- encourage equal participation in leadership, creative and technical roles,
- foster respectful communication and mutual understanding.

Facilitators are trained to ensure inclusive language and non-discriminatory practices.

4. Gender mainstreaming in project implementation

Gender equality considerations are integrated throughout the project cycle:

- **Design:** activities promote balanced participation and inclusive representation.
- **Implementation:** participation is monitored and corrective measures applied if imbalances occur.
- **Monitoring:** data are disaggregated by gender and age where appropriate.
- **Evaluation:** outcomes assess changes in participation, attitudes and inclusivity.

5. Safe and respectful environment

TECHAK maintains a zero-tolerance approach to discrimination, harassment and gender-based exclusion. All participants are expected to follow behavioural guidelines promoting respect, dignity and equality.

6. Alignment with European values

This policy aligns with the principles of equality and non-discrimination set out in Article 21 of the EU Charter of Fundamental Rights and supports the promotion of inclusive and democratic participation in society.

Approved by:

Technická akademie dětí a mládeže, z.s.

Responsible person:

Ing. Radek Vrňák

Date:

22 March 2026

SAFEGUARDING PROCEDURES

Technická akademie dětí a mládeže, z.s. (TECHAK)

1. Purpose

These safeguarding procedures establish practical measures to ensure the safety, dignity and wellbeing of children participating in TECHAK activities. They support the organisation's Child Protection Policy and align with the **Keeping Children Safe Child Safeguarding Standards**.

2. Responsibility and safeguarding contact

- A designated safeguarding responsible person oversees child protection measures.
- Staff, volunteers and partners must report any safeguarding concerns immediately.
- All concerns are handled confidentially and in the best interests of the child.

Safeguarding contact person:

Ing. Radek Vrňák

vrnak@techak.cz

3. Code of conduct when working with children

All adults involved in activities must:

- ✓ treat children with respect and dignity
- ✓ use inclusive, non-discriminatory language
- ✓ avoid favouritism or exclusion
- ✓ ensure interactions remain transparent and appropriate
- ✓ avoid being alone with a child in isolated settings
- ✓ respect children's privacy and personal boundaries

Prohibited conduct includes:

- X humiliating, intimidating or discriminatory behaviour
- X inappropriate physical contact
- X sharing personal contact details privately
- X unauthorised photographing or recording

4. Safe activity environments

TECHAK ensures:

- activities take place in safe, supervised environments,
- appropriate adult supervision is maintained,
- clear behavioural rules are communicated,
- immediate response to unsafe behaviour.

5. Consent and participation

- Written parental/guardian consent is required.
- Children may withdraw at any time without consequences.
- Activities are explained in an age-appropriate manner.

6. Photography, media and online safety

- Images or recordings are used only with explicit consent.
- Personal data are not published without permission.
- Online environments are moderated and designed to ensure safety.

7. Responding to concerns

If a safeguarding concern arises:

1. Ensure the child's immediate safety.
2. Inform the safeguarding contact person.
3. Document the concern factually.
4. If necessary, refer the matter to competent authorities.

8. Data protection and confidentiality

All personal information related to children is handled in compliance with the [General Data Protection Regulation](#) and used solely for safeguarding and project purposes.

9. Awareness and guidance

Staff and volunteers receive safeguarding guidance before working with children and are informed about:

- appropriate conduct,
- recognising risks,
- reporting procedures.

10. Review

These procedures are reviewed regularly and applied to all activities involving children.

Approved by:

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Responsible person:

Ing. Radek Vrňák

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