

Standards for the Protection of Minors at INX Design Hotel

In accordance with the Act of 13 May 2016 on Counteracting the Threat of Sexual Crime and the Protection of Minors (Journal of Laws 2015, item 862) and the Act of 28 July 2023 amending the Act - Family and Guardianship Code and certain other acts (Journal of Laws 2023, item 1606)

Taking into account the legal obligation resulting from the provisions of the Act of 13 May 2016 on Counteracting the Threat of Sexual Crime and the Protection of Minors and the content of the United Nations guidelines on business and human rights, recognizing the important role of business in ensuring respect for children's rights, INX Design Hotel adopts the Standards for the Protection of Minors (also "SOM", "Standards"). This document is a set of principles

and procedures used in the event of a suspicion that a child staying at INX Design Hotel is being harmed and to prevent such threats,

taking into account the situation of disabled children and children with special educational needs.

The Standards for the Protection of Minors at INX Design Hotel are implemented based on the principles listed below:

1. INX Design Hotel conducts its operations with respect for the rights of children as people who are particularly sensitive to harm.
2. INX Design Hotel recognizes its role in conducting socially responsible business and promoting desirable social attitudes.
3. INX Design Hotel particularly emphasizes the importance of the legal and social obligation to notify law enforcement agencies of any suspected crime against children and undertakes to train its employees in this area.

Glossary:

For the purposes of this document, the meaning of the following terms has been clarified:

1. Tourist facilities – hotel facilities and other facilities where hotel services are provided as specified in the Act of 29 August 1997

on hotel services and the services of tour guides and tourist guides.

2. Child/minor – for the purposes of these standards, it is assumed that a child is any person who has not reached the age of 18.

3. Guardian of a child – the legal representative of a child: parent or guardian; foster parent; temporary guardian (i.e. a person authorized to represent a minor citizen of Ukraine who is on the territory of the Republic of Poland without adult supervision).

4. Foreign adult – any person over the age of 18 who is not the child's parent or legal guardian.

5. Child abuse - should be understood as behavior that may constitute the commission of a prohibited act to the detriment of a child by any person, including an employee of an entity, or a threat to the welfare of a child, including neglect; any intentional or unintentional action/omission by an individual, institution or society as a whole and any result of such action or inaction that violates the rights, freedoms and personal rights of children and/or interferes with their optimal development.

6. Forms of violence against a child:

- Physical violence against a child is violence as a result of which a child suffers actual physical harm or is potentially at risk of it. This harm occurs as a result of action or omission on the part of a parent or other person responsible for the child, or whom the child trusts, or who has authority over them. Physical violence against a child may be a repeated or one-time act.

- Psychological violence against a child is a chronic, non-physical, harmful interaction between a child and a caregiver, including both actions and omissions. It includes, among others: emotional unavailability, emotional neglect, a relationship with the child based on hostility, blaming, denigration, rejection, developmentally inappropriate or inconsistent interactions with the child, failure to notice or recognize the child's individuality and the psychological boundaries between parent and child.

According to Polish law, a child is any person under the age of eighteen (Article 1 of the Convention on the Rights of the Child, adopted by the United Nations General Assembly on 20 November 1989). A minor is a person who has not reached the age of majority, therefore a person up to the age of 18 or a woman who has reached the age of majority by entering into marriage after reaching the age of 16 (Article 10 § 1 and 2 of the Civil Code), which may occur with the permission of the guardianship court for important reasons and if it follows from the circumstances that entering into marriage will be in accordance with the good of the established family (Article 10 § 1 of the Family and Guardianship Code). Parents - Article 98 of the Family and Guardianship Code; guardian - Article 155 of the Family and Guardianship Code; foster parent - Article 1121 of the Family and Guardianship Code; temporary guardian; Article 25 of the Act on Assistance to Citizens of Ukraine in Connection with the Armed Conflict on the Territory of That State.

● **Child sexual abuse** is involving a child in sexual activity that the child is not able to fully understand and give informed consent to and/or to which they are not developmentally mature and cannot consent in a legally valid manner and/or which is inconsistent with the legal or social norms of a given society. Sexual abuse occurs when such activity occurs between a child and an adult or a child and another child, if these persons, due to their age or level of development, are in a relationship of care, dependency, or power. Sexual abuse can also take the form of sexual exploitation, i.e. any actual or attempted abuse of a position of vulnerability, superior power, or trust, for sexual purposes, including, but not limited to, deriving financial, social or political benefits from the sexual exploitation of another person. A particular risk of sexual exploitation occurs during humanitarian crises. The risk of exploitation exists both for children and their caregivers (definition according to UN Bulletin ST/SGB/2003/13).

● **Child neglect** is chronic or incidental failure to meet the child's basic physical and mental needs and/or failure to respect their basic rights, causing health disorders and/or developmental difficulties. Neglect occurs in the relationship between the child and the person who is obliged to care for, raise, care for and protect the child. 1. Crime to the detriment of the child - all crimes that can be committed against adults, and additionally crimes that can be committed only against children (e.g. sexual abuse under Article 200 of the Penal Code). Due to the specificity of accommodation facilities, where it is easy to obtain the possibility of isolation, the crimes that can most often occur on their premises will be crimes against sexual freedom and decency, in particular rape (Article 197 of the Penal Code), sexual abuse of insanity and helplessness (Article 198 of the Penal Code), sexual abuse of dependency or critical situation (Article 199 of the Penal Code), sexual abuse of a person under 15 years of age. (Art. 200 of the Penal Code), grooming (seduction of a minor using means of distance communication - Art. 200a of the Penal Code).

7. **Other forms of harming a child** than committing a crime to their detriment - all forms of violence used against a child that do not meet the characteristics of a crime prosecuted at the public prosecutor's office (e.g. shouting, humiliation, pulling, insults, neglecting needs, etc.).

8. **An employee** is a person employed under an employment contract or providing work on the basis of a similar contract (e.g. contract of mandate, B2B, contract for specific work), as well as an intern, trainee, volunteer, etc.

9. **An employee** employed to work with children is any person performing tasks or delegated to perform tasks related to the upbringing, education, recreation, treatment, provision of psychological counselling, spiritual development, practicing sports or pursuing other interests by minors, or with caring for them.

10. **Entrepreneur** – a body/entity/person managing a given facility or network of facilities, responsible for the proper functioning of the facility in formal terms.

General rules

1. INX Design Hotel undertakes to educate its employees about circumstances indicating that a child staying in the facility may be harmed and about ways to quickly and appropriately respond to such situations. The facility may implement the above education through various forms of training, e.g.: external, internal training, e-learning, educational materials developed by the hotel and available to employees, educational materials available free of charge, developed by other organizations.
2. Each employee, before being allowed to work, is familiarized with the SOM, which is confirmed by him/her by submitting a declaration and undertaking to comply with the rules and procedures contained in this document. Annex No. 1
3. Employees employed to work with children are subject to periodic training, which is documented by the employer.
4. INX Design Hotel undertakes to take into account the situation of children with disabilities and children with special educational needs, adapting the guidelines from Annex No. 12 to the specificity and scope of the facility's operations.

Hiring people to work with children

1. If the law of the country from which the information on no criminal record is to be submitted does not provide for the issuance of such information or does not keep a criminal record, then the employed/delegated person submits a statement about this fact under pain of criminal liability. **Appendix No. 5**
2. Under the declarations made under pain of criminal liability, the following statement is made: "I am aware of the criminal liability for making a false statement." This statement replaces the instruction of the authority on criminal liability for making a false statement.
3. In the case of using the services of external entities, the facility should include an appropriate provision in the contract with this entity, which will enable the enforcement of an appropriate standard in terms of checking employees in terms of their safety towards children. The provision will enable the facility to control compliance with the obligation under pain of immediate termination of the contract and contractual penalty or other sanctions related to failure to meet the terms of the contract in this respect.

The scope of competence and responsibilities of persons designated to implement the Standards for the Protection of Minors

Supervision over the application of SOM is carried out by the Entrepreneur.

1. The Entrepreneur appoints a coordinator for SOM (hereinafter referred to as the "**Coordinator**").
2. The Coordinator is the person responsible for familiarizing employees with the content of SOM and monitoring their use at INX Design Hotel.
3. The coordinator organizes and documents the employee education process in the field of recognizing symptoms that a child staying in the facility may be harmed and ways to

react quickly and appropriately to such situations, in accordance with the procedures adopted by the facility.

4. The coordinator shall describe each intervention or reported incident related to the with child abuse on the premises of the facility in a document that is created for this purpose (e.g. a log of events or a register of interventions).

5. In the event of a justified suspicion that a crime has been committed, the Coordinator is responsible for securing evidence, including CCTV recordings, and providing them at the request of the services in the form of a copy by registered mail or in person to the prosecutor or the police.

6. The Coordinator is responsible for conducting the procedure in a situation where a child has been harmed by an employee of the facility or another adult who is not directly employed by INX Design Hotel but by a third party.

7. The Coordinator is responsible for monitoring and updating the SOM and its availability to employees, guests and other entities cooperating with the facility.

8. The coordinator's data is available to all employees and guests of the facility, including children. The data must include information on how to contact the Coordinator (e-mail address, telephone number, availability: days and working hours).

Principles of safe employee-child relations

1. All employees of the INX Design Hotel, as well as other adults who have contact with children on the premises, are obliged to apply the following rules, if this contact takes place with the consent of the facility.
2. The guiding principle of all activities undertaken by employees who have contact with children on the premises of the INX Design Hotel is to treat children with respect and take into account their dignity and needs.
3. It is unacceptable for employees and other adults to use violence against a child in any form.

A. *Behaviors and practices expected of employees*

- Be patient and respectful when communicating with your child.
- Listen carefully to your child and give him answers appropriate to his age and situation. When communicating with your child, try to keep your face at the level of your child's face.
- Reassure your child that if they are uncomfortable with a situation, they can tell you or another person and get help.
- Inform the child where in the facility the SOM is located in a version that is understandable to him/her. Ensure that if they have questions, they can contact you or another designated person.
- Observe equal treatment of children regardless of their gender, sexual orientation, ability/disability, social status, ethnic, cultural, religious and worldview.

- Take care of a safe space. If there are children in the area where you are working, make sure that equipment and equipment are used as intended and that the environment is safe (note window and stair security, restricted access to busy roads, open water, etc.).
- If you see a child/children left unattended and the situation may indicate a threat to the child's safety, take action to find the parent/guardian.

B. *Unacceptable behaviors and practices on the part of employees in relation to children in the facility*

- You must not shout, shame, humiliate, disrespect, or insult your child.
- You must not hit, poke, push or in any way violate the physical integrity of the child, unless there is a threat to the health or life of the child.
- You must not have any romantic or sexual relationship with your child or make inappropriate proposals. This includes sexual comments, jokes, gestures, and sharing sexual and pornographic content with children in any form.
- You must not record the image of the child for private or business purposes (recording, photographing) without the consent of the child's parents/guardians and the consent of the child himself. This also applies to allowing third parties to record images of children. The exception is when the child's image is only a detail of the whole, such as a gathering, landscape, public event, then the consent of the child's parent/guardian is not required.
- You must not contact your child through private communication channels (private phone, email, instant messaging, social media profiles) or meet your child outside the workplace.
- You must not offer alcohol, tobacco products or illegal substances to your child.
- Never touch your child if they don't want to, or in a way that could be considered indecent or inappropriate.

If you witness any of the above-described behaviors and/or situations from other adults or children, always inform the person responsible for implementing and monitoring SOM at the facility or your line manager: *[please indicate the function of the person with contact information to whom you should report child abuse by an employee, other adult, or peer].*

CHAPTER II. PROCEDURE FOR IDENTIFYING A CHILD DURING REGISTRATION AT THE RECEPTION DESK

1. One of the forms of effective prevention of child abuse is to establish the identity of the child staying in the facility and his or her relationship with the adult with whom he or she is staying in the facility.
2. The reception employee takes all possible steps to identify the child and his or her relationship with the adult who accompanies the child.

3. In order to identify the child and his relationship to the person with whom he or she is staying in the facility, you should:
 - a. Ask for your child's ID or other proof that an adult has custody of your child. Examples of documents that can be used for identification include: ID card, school ID, MObywatel application, Online Patient Account, court decision. If you do not have an identity document or refuse to show it, you should ask for your child's data (name, surname, address, PESEL number).
 - b. If there are no documents indicating the relationship between the child and the adult or if you refuse to show them, you should ask the adult and the child about this relationship. An example of a conversation with an adult and a child can be found in **Appendix 2**.
 - c. If the adult is not the child's parent or legal guardian, he/she should be asked to present a document, e.g. a notarial consent of the parent to travel with the child or a consent signed by the child's parent, along with the child's data, address of residence, telephone contact to the parent and the number of the identity document/PESEL number of the person to whom the parent entrusted the care of the child.

If an adult does not have any of the above-mentioned documents, they should be asked to fill in an appropriate statement, according to the template prepared by the facility. The statement should contain the child's data and the data of the adult with whom the child is staying, along with an indication of the relationship between the child and the adult. If the adult is not the child's parent or legal guardian, they should declare that the parents/legal guardians have consented to the custody of the child.

4. If an adult refuses to show the child's document and/or indicate the relationship, it should be explained that the procedure is to ensure the safety of children using the INX Design Hotel] and that] in accordance with the provisions of the Act of 13 May 2016, the employees of the facility must comply with the provisions on children's rights. Once the matter has been clarified in a positive way, you should thank them for the time they have taken to make sure that the child is well cared for.
5. If the conversation does not dispel doubts regarding the suspicion of the adult and his or her intention to harm the child, and especially if the adult refuses to show an identity document or the child does not have such a document, and refuses to make a written statement, the supervisor and security staff (if they are on the premises at the time) should be discreetly notified in this way, In order not to arouse suspicion (you can, for example, refer to the need to use the equipment at the back of the reception desk, asking an adult to wait with the child in the lobby, restaurant or other place).
6. From the moment the first doubts appear, both the child and the child and an adult should be in the line of sight of the facility employee as far as possible and should not be left alone.
7. A supervisor who has been notified of the situation takes over the conversation with the adult for further clarification.
8. If the conversation confirms the belief that a crime has been attempted or committed to the detriment of the child, the supervisor notifies the police about this fact. The procedure is still

applied as in the case of circumstances indicating that a child has been harmed (see chapter III).

9. In the event that employees of other departments, e.g. cleaning service, room service, bar and restaurant employees, relaxation zones, security etc., witness unusual and/or suspicious situations, they should immediately notify the supervisor and, in his absence, the decision-maker who will take appropriate action (see points 7 and 8 above).
10. Depending on the situation and place, the supervisor verifies to what extent the suspicion of child abuse is justified. To this end, he selects appropriate measures to clarify the situation or decides to intervene and notifies the police.

CHAPTER III. PROCEDURE IN THE EVENT OF CIRCUMSTANCES INDICATING CHILD ABUSE BY AN ADULT

1. A justified suspicion of child abuse occurs when:
 - a. the child disclosed the fact of abuse to the facility employee,
 - b. the employee observed abuse,
 - c. The child has signs of abuse (e.g. scratches, bruises) and when asked answers incoherently and/or chaotically and/or becomes embarrassed or there are other circumstances that may indicate harm, e.g. finding pornographic materials with children in an adult's room.
2. An employee who has a reasonable suspicion that a child staying in the facility is or has been harmed should immediately notify the supervisor/decision-maker, who notifies the police. In the event of a threat to the child's safety, the employee who has a reasonable suspicion of harming the child immediately notifies the police by calling 112 and describing the circumstances of the incident. Notwithstanding the above, the employee notifies the Coordinator of the incident.
3. Efforts should be made to make it difficult or even impossible for the child and the person suspected of harming the child to move away from the facility.
4. In the case specified in the Code of Criminal Procedure, a suspect may be detained by a citizen. In such a situation, until the police arrive, the detained person remains under the supervision of security staff or other hotel employees, who can perform such activities without endangering their health or life.
5. In any case, the child's safety should be taken care of. The child, if possible, should be under the care of an employee until the police arrive. If possible, you should try to support the child. **Appendix No. 10**
6. In the event of a justified suspicion that a crime has been committed related to the child's contact with the perpetrator's biological material (semen, saliva, epidermis), the child should not be allowed to wash and eat/drink until the police arrive. It should be explained to the child why such restrictions were applied to him.

7. After the child is taken over by the police, the CCTV footage and other relevant evidence (e.g. documents) concerning the incident should be secured and handed over to the Coordinator, who, at the request of the services, will provide a copy of them by registered mail or in person to the prosecutor or the police.
8. After the intervention, the incident should be reported to the Coordinator, who describes it in the event log or other document intended for this purpose.

CHAPTER IV. PROCEDURE IN THE EVENT OF SUSPICION OR FINDING OF CHILD ABUSE BY AN EMPLOYEE OR OTHER ADULT

1. In the event of suspicion of child abuse by an employee or other adult who is not directly employed by INX Design Hotel but by a third party, the person who received this information should immediately inform the Coordinator of this fact, and in his absence another person designated for this purpose.
2. If the child's life or health is at risk, the person who became aware of it should immediately notify the police by calling the emergency number 112, providing their own data, the child's details (if possible), the child's whereabouts and a description of the circumstances of the case, and notify the supervisor/decision-maker, who notifies the child's guardians/parents. The person who became aware of the incident also informs the Coordinator, at least by e-mail/in writing.
3. If an employee has committed a form of harm to a child other than committing a crime to his or her detriment, the Coordinator, after obtaining the information, should examine all the circumstances of the case, in particular by listening to the employee suspected of harming and other witnesses to the incident. In a situation where the violation of the best interests of the child is significant, in particular when there has been discrimination or violation of the child's dignity, the Coordinator should recommend to the person managing the facility adequate personnel actions in relation to this employee.
4. If the person who committed the harm is not directly employed by *INX Design Hotel*, but by a third party (e.g. outsourcing), then it should be recommended that they be prohibited from entering the premises of INX Design Hotel and, if necessary, terminate the contract with the third party.

CHAPTER V. PROCEDURE IN THE EVENT OF OTHER FORMS OF VIOLENCE AGAINST A CHILD BY A PARENT/LEGAL GUARDIAN OR ANOTHER ADULT

1. In the event of child abuse by a parent/legal guardian or other adult with whom the child is staying in the facility, every employee witnessing such abuse should react strongly to it.
2. If the child's life or health is at risk, the person who became aware of it should immediately notify the police by calling the emergency number 112, providing their own data, the child's details (if possible), the child's whereabouts and a description of the circumstances of the

case, and notify the superior/decision-maker. The person who became aware of the incident also informs the Coordinator, at least by e-mail/in writing.

3. If an employee of the facility witnesses physical violence used against a child (spanking, tugging, shouting, other violence listed in the definition of physical violence), he or she should try to stop the abuse and react. Possible forms and ways of responding to harmful behaviour of a parent/guardian/other adult towards a child can be found in **Appendix 11**.
4. In the event of leaving a child under 7 years of age unattended, the employee who became aware of such an event should notify the supervisor of this fact. The supervisor who has been notified of the situation decides on further action, taking into account the circumstances and the context of the provisions of the Penal Code and the Code of Petty Offences^[1]. Depending on this, the supervisor tries to find the parent/legal guardian or other adult with whom the child is staying on the premises and explains that he or she cannot leave the child unattended. In a situation where it is not possible to find the parent/legal guardian or another adult with whom the child is staying in the facility, or the parent/legal guardian/other adult is unwilling and/or unable to take care of the child, the supervisor notifies the police about this fact. In any case, the child's safety should be taken care of.

CHAPTER V: MONITORING AND EVALUATION OF STANDARDS OF PROTECTION OF MINORS

1. The Entrepreneur appoints a Coordinator responsible for the Standards of Protection of Minors applied in the INX Design Hotel and places his contact details in a place easily accessible to the hotel's employees and guests, including children.
2. The entrepreneur determines the scope of tasks and competences of the Coordinator in the field of preparing employees to apply the provisions of SOM, the rules for preparing employees to apply them and the method of documenting these activities.
3. The coordinator referred to in the preceding point shall monitor and evaluate the SOM once every two years.
4. Monitoring and evaluation include verification of the implementation of the Standards, responding to signals of violation of rules and procedures and proposing changes to the document, especially in terms of adapting them to current needs and compliance with applicable regulations.
5. The coordinator conducts a survey among the employees of the INX Design Hotel, once every 2 years, to monitor the level of SOM implementation. The questionnaire template is attached **as Appendix No. 6**.
6. In the survey, employees can propose changes and point out violations of SOM policies and procedures in the facility.
7. The coordinator prepares questionnaires filled in by employees, prepares a monitoring report on this basis, which is then submitted to the entrepreneur. The entrepreneur makes the necessary changes to the document and announces to employees the new wording of the Standards for the Protection of Minors.

Final provisions

1. The Standards for the Protection of Minors come into force on 15 August 2024.
2. The Standards for the Protection of Minors are made available to all employees by placing them on the *INX Design Hotel* website and are available at the hotel reception.
3. The Standards for the Protection of Minors are made available to guests by posting on the INX Design Hotel website and at the hotel reception.
4. The Standards for the Protection of Minors are available in an understandable version and shortened for children staying at the INX Design Hotel in a place accessible to them.

List of attachments:

- ✓ **Appendix No. 1:** Statement on familiarization with the Standards of Protection of Minors.
- ✓ **Appendix 2:** An example of a conversation with an adult and a child during identification.
- ✓ **Appendix 3:** Scope of data to check a person in the Register of Sexual Offenders.
- ✓ **Appendix No. 4:** Template of the declaration on the countries of residence.
- ✓ **Appendix No. 5:** Specimen of the declaration of no criminal record.
- ✓ **Appendix 6:** Questionnaire monitoring the level of SOM implementation.
- ✓ **Appendix 7:** Examples of situations that may raise suspicions or indicate child abuse.
- ✓ **Appendix No. 8:** Sample list of employee positions in the facility subject to verification in the context of child protection.
- ✓ **Appendix No. 9.:** Template of the statement on the use of SOM, for outsourcing companies employed by the facility.
- ✓ **Appendix No. 10.:** How to talk to a child victim of crime – tips for facility employees.
- ✓ **Appendix No. 11.:** Ways of responding to harmful behaviour of a parent/guardian/other adult towards a child.
- ✓ **Appendix No. 12.:** Guidelines for the standards of protection of minors to the extent that they take into account the situation of minors with special educational needs, including disabilities.

Appendix No. 1. Statement on familiarization with the Standards of Protection of Minors.

City, on

I declare that I have read the Standards of Child Protection in force at INX Design Hotel and I undertake to comply with them.

Date and signature (name of the employee)

Appendix No. 2. An example of a conversation with an adult and a child during identification

✓ When talking to an adult, you should stay calm, be polite and patient.

✓ At the beginning of the conversation, it is worth informing the adult that the INX Design Hotel has the Standards for the Protection of Minors in place and therefore it is the employee's responsibility to verify the child's identity and the relationship between the child and the adult accompanying the child. This is also in line with the Act on the Protection of Minors.

✓ There may be situations in which an adult feels uncomfortable, expresses their opposition or dissatisfaction. This does not necessarily mean that she is a potential criminal.

Example of a conversation with a guest:

At INX Design Hotel, the Standards for the Protection of Minors apply, therefore, at the time of registration, we ask you to present the identity documents of the child and the accompanying person. Does the child have an identity document with him/her?» (ID card, passport, other to establish the child's identity).

If the child does not have the document or after checking it, it is not certain that the adult is the legal guardian of the child, we ask the adult the following questions to help assess the situation:

- What is the name of the child, how old is he?
- Are you the rightful guardian of the child? or Is the child related to you? Do you have a document entitling you to take care of your child?
- Do you have a certificate from the child's parents that the child is under your care?
- Can you or your child make a phone call to the parents/guardians so that we can confirm this?

Can I find out the purpose of your and your child's trip?

Example conversation with a child:

Welcome to our hotel.

My name is.....and I'm responsible for.....

I would like to ask you a few questions:

- What is your name, how old are you? Where do you live?

- Who is the person you have come/stay/travel with?
- Do you know this gentleman well?
- Where are your parents? We would like to contact them, do you have their phone number?

- If an adult is responsible for the child, let them know that we want to talk to the child directly.
- In any situation in which we cannot establish the identity of the child and the relationship between him or her and the adult who accompanies him/her, we ask the adult to fill in the declaration referred to in Chapter II, point 3, point c.
- If the adult makes it difficult to contact the child, does not want to provide the child's details or fill in the statement, the adult should be offered an interview with his superior.
- If an adult wishes to cancel the accommodation service due to the required procedures and leave the facility with the child, the reception staff should try to alleviate the situation and offer to register the adult with the child without the need to make a statement and provide data. At the same time, after completing the registration process and the adult moving away to the room, he or she reports the situation to the supervisor, as there is a risk that the child may be harmed on the premises. The supervisor makes decisions about further actions: observation of an adult or calling the police, who can check the identity of the adult and the child with whom the person is staying.

Appendix 3. Scope of data to check a person in the Register of Sexual Offenders

The scope of the employee's data necessary to check in the Register of Sexual Offenders.

Name:

Date of birth:.....

PESEL:

Family name:

Father's name:

Mother's name:

The register is available at: <https://rps.ms.gov.pl/>

To be able to obtain information from a register with limited access, it is necessary to create an organization profile.

Appendix No. 4. Template of the declaration on the countries of residence

....., day..... r.

STATEMENT OF COUNTRIES OF RESIDENCE

I declare that in the last 20 years I have lived in the following countries, other than the Republic of Poland and the country of which I am a citizen:

...

....

At the same time, I submit information from the criminal records of these countries obtained for the purposes of professional or voluntary activities related to contact with children/information from criminal records/declaration of no criminal record.

I am aware of the criminal liability for making a false statement.

Legible signature

Appendix No. 5. Specimen of the declaration of no criminal record

City and date

Declaration of no criminal record

I..... PESEL/passport

I declare that in the no criminal record is kept/ no information from the criminal record is issued [*delete as appropriate*]. I declare that I have not been legally convicted in the country of for prohibited acts, corresponding to offences specified in Chapters XIX and XXV of the Penal Code, in Articles 189a and 207 of the Penal Code and in the Act of 29 July 2005 on Counteracting Drug Addiction, and no other ruling was issued against me in which it was stated that I had committed such prohibited acts and that no obligation resulting from the court decision was imposed on me, other authorized body or law, to comply with the prohibition of occupying any or specific positions, performing any or specific professions or activities related to upbringing, education, leisure, treatment, provision of psychological counseling, spiritual development, practicing sports or pursuing other interests by minors, or taking care of them.

I am aware of the criminal liability for making a false statement.

Legible signature

Appendix 6. Questionnaire monitoring the level of implementation of the Standards of Protection of Minors.

Content of the question	yes	no	Comments
1. Do you know the content of the Standards for the Protection of Minors against Abuse?			
2. Do you know what situations may indicate that a child is at risk of being harmed?			
3. Do you know the procedures for responding to suspected or found child abuse on the premises?			
4. Have you ever observed a violation of the principles contained in the Standards for the Protection of Minors against Abuse?			
a) If so, what rules have been violated? (descriptive answer)			
b) Have you taken any action: if yes – what, if not – why? (descriptive answer)			
5. Do you have any suggestions for changes to the Standards for the Protection of Minors from Abuse? (descriptive answer)			

Appendix 7. Examples of situations that may raise suspicions or indicate child abuse

REMARK! The occurrence of some events does not automatically mean that a minor is being harmed. It is important to remain vigilant and pay attention to situations that cause concern. A worrying situation will also be one in which the relationship between an adult and a child does not seem free and caring.

RECEPTION

The guest does not want to provide their personal data or that of their child.	The guest takes the child directly to the room, gives the impression that he does not want the child to make contact with the person working at the reception.
The Guest declares that he/she does not have his/her own and/or the child's documents; He does not want to give an explanation.	A guest who checks in with a child invites other people who are not guests of the property (such people can appear for a short time).
A guest with a child pays in cash or with a prepaid card. He pays every day (he doesn't know how long he will stay) or asks someone else to pay for his stay.	A guest with a child rents a room by the hour or not for the whole day; or rents a room for a very long period.
The guest has gadgets or items with them that can be given to children as gifts.	A guest who arrives with a child, has no luggage or arrives with very little luggage (carry-on bag/briefcase).
A guest arrives at the facility with a child with whom he or she has not previously checked in at the reception.	The guest behaves towards the child in a sexually charged way, and the relationship between the adult and the child does not seem natural and caring.
A guest who is not a parent of a child rents a room with fewer beds than checked-in people – e.g. a double bed.	The child is dressed in a way that is inappropriate for the weather or inadequate for the adult with whom he or she came to the facility.
During registration, the child seems anxious, stressed or forced to be in the facility with an adult.	Children selling small items or begging in front of the facility.
The child comes to the facility late at night or at a time when he should be at school.	The child does not know where he or she is or when asked about the purpose of the trip, gives inconsistent answers.
An adult checking in with a child does not allow the receptionist to establish direct contact with the child – he is responsible for the child, does not allow the child to speak.	The child gives the impression that he or she is under the influence of drugs or alcohol (disturbed and erroneous eyesight, problems with maintaining balance, slurred speech, lack of reaction to stimuli).

RESTAURANT & BAR

A guest comes to a bar or restaurant with a child with whom he or she was not registered in the facility.	People from the outside, who are not registered in the facility, seem to be looking for customers and offer them something (it is possible that they will want to mediate in passing on contacts to children).
The guest asks about sexual services for adults, including with young people (e.g. overheard conversation in a bar or restaurant).	Teenagers wait at a table or in a bar for an adult to pick them up and does not seem to be their parent or guardian (possibly a customer, a pimp, or a human trafficker).
Children who seem to be unattended ask for food, drinks or money.	Exchange of cash between an adult and a child (the exchange may raise suspicion of transferring remuneration for services).
Children seem restless, nervous and avoid eye contact.	During their stay, an adult and a child do not come to the room for breakfast.
An adult behaves in a sexually charged way towards a child – this is not a natural and caring relationship.	An adult gives the child alcohol.

FLOOR SERVICE

A "Do Not Disturb" sign is still visible on the door of the room where children are.	Lack of permission to clean the room throughout the guest's stay[2] .
A lot of banknotes/cash spotted in the room (may indicate illegal payments).	Children left unattended for a long time in a room or do not leave the room at all (e.g. food is brought to them).
A large number of computers, mobile phones, payment card readers were noticed in the room.	Adults and children don't leave the room often, they hardly leave at all, or they only leave during hours when few guests move around the property.
Please note that there are children's clothes or toys in the room, even though the child has not checked in at the property.	Adults who are not guests of the facility stay in the lobby, seem to observe the surroundings and contact the guest of the facility who has come with a child.
A large amount of alcohol or drugs was noticed in the room where the adult checked in with the child.	In the room where the adult has checked in only with the child/children, there are condoms, drugs, etc. pornographic materials, left in a visible place.

Appendix No. 8: Sample list of employee positions in the facility subject to verification in the context of child protection.

Job Categories:

1. the employee **DIRECTLY** works with children, e.g. conducts classes and takes care of minors in the facility – **the obligation to verify the employee in the Register of Sexual Offenders and the required certificate from the National Criminal Register in Poland and other countries, if applicable.**
2. the employee **INDIRECT** has contact with the minor in the facility – **there is no obligation to verify.** It is recommended that the employee voluntarily declare that he or she has no criminal record for sexual offences and those listed in the National Criminal Register.

JOB DESCRIPTION	CATEGORY	SCOPE	COMMENT
an employee performing work related to care, organization of free time for children in the facility	DIRECTLY	MINORS - GUEST	In the case of a B2B contract – it is required to obtain a statement from the owner of the company (in accordance with Appendix No. 9)
lifeguard	DIRECTLY	MINORS - GUEST	the need for supervision at the swimming pool
internship supervisor	DIRECTLY	MINOR – TRAINEE	takes responsibility for the apprentice
Reception Attendant	INDIRECTLY	MINOR – GUEST/TRAINEE	only in the case of providing information to a minor, e.g. the child has left the parent/guardian (got lost)
Employee of the technical and economic departments	INDIRECTLY	MINOR – GUEST/TRAINEE	in case of repairing a breakdown in the room during the stay of guests (a child can be in the room, but there is always a parent/guardian with them)
Housekeeping employee	INDIRECTLY	MINOR – GUEST/TRAINEE	in the case of in-room service during the stay of guests (a child can be in the room, but there is always a parent/guardian with them)
kitchen worker	INDIRECTLY	MINOR – GUEST/TRAINEE	when serving a dish in a restaurant room (the minor is under the care of a parent/guardian)
catering worker (bar/café/restaurant/)	INDIRECTLY	MINOR – GUEST/TRAINEE	during the catering service (the child is under the care of a parent/guardian)
administrative and office employee (marketing, sales, accounting, secretariat)	INDIRECTLY	MINOR – GUEST/TRAINEE	employees with access to sensitive data who do not have direct contact with the minor

Management/Owner	INDIRECTLY	MINOR – GUEST/TRAINEE	in the case of acting as a host
SPA employee	DIRECT/INDIRECT	MINOR – GUEST/TRAINEE	In the case of procedures performed by a given juvenile employee, a person working directly in the
protection	INDIRECTLY	MINOR – GUEST/TRAINEE	in emergency situations requiring protection intervention

Appendix 9: Template of the declaration on the application of child protection standards, for outsourcing companies employed by the facility.

City and date

Company data (name, address, tax identification number)

STATEMENT

I declare that*:

Employees and associates who, are employed by INX Design Hotel to work with children have been verified for no criminal record in the Register of Sexual Offenders and have provided the required certificate from the National Criminal Register in Poland and other countries (if applicable). At the request of the facility/hotel/chain, I agree to make the above documents available for inspection.

Employees and associates who, will perform the order on the premises of the facility have become familiar with and will comply with the Standards of Protection of Minors in force in the facility.

INX Design Hotel has implemented its own Standards for the Protection of Minors, which are in force in the company.

** please tick the points that relate to the scope of cooperation*

Appendix No. 10. How to talk to a child victim of crime – tips for facility employees.

If there is an intervention in the facility in order to save the health or life of a child, or if the child himself reveals the abuse, **the child's safety should be taken care of first of all**. Until the arrival of the police or other intervention services, the child should be under the care of an employee.

This situation can cause severe stress in the child and lead to various reactions, such as:

- agitation and panic,
- escape behaviors aimed at distracting attention from a difficult situation: downplaying the situation, laughter, other behaviors that seem to be inadequate,
- aggression, self-aggression, regressive behaviors (rocking, clenching hands),
- feeling confused or lost,
- feeling withdrawn, being quiet, little or no movement,

Each contact with a child victim requires delicacy and empathy.

A child who has experienced a lot of harm from adults is very distrustful. For a long time, he may have experienced a sense of a strong threat to life, he may feel that he is not in control of his own fate, he is helpless and scared.

A child who has experienced sexual abuse is often convinced that other adults will not believe in his or her relationship and is afraid that he or she will be blamed and considered a "bad" person. In addition, the child feels to some extent responsible for the fact of being abused, which causes him a great sense of guilt.

As a result of manipulation by the perpetrator, the child perceives him as a person with a unique influence from which no one can protect the child.

It happens that perpetrators threaten the child that if he testifies against them, "something bad" may happen to him or those close to him. Perpetrators often entangle the child in a conspiracy of silence. They use arguments that make the child feel guilty, persuading them that they are co-responsible for what happened, or they convince them that if they reveal abuse, no one will believe them and the perpetrator will avoid punishment.

A child – a victim of trafficking often witnesses violence, crimes, and it is not uncommon for them to be forced to commit them themselves. The perpetrator takes advantage of this by scaring the child that he will face punishment from law enforcement authorities. Therefore, the child, intimidated, defends and explains the perpetrator. In cases of extreme life-threatening experience, the victim may

develop Stockholm syndrome. This syndrome is the result of psychological reactions to severe stress, which can cause the child to cooperate with the abuser or even start treating him or her as their caregiver.

GENERAL RULES FOR ESTABLISHING CONTACT WITH A YOUNGER CHILD:

- Lower yourself to the child's level, i.e. try to be at the level of the child's image (sit opposite/bend down, etc.).
- Call your child by their first name if possible.
- Speak slowly, in a calm voice, clearly.
- Use simple language.
- Maintain eye contact.
- Observe whether the child understands you.
- Use the terms the child uses in questions.

RULES FOR CONDUCTING A CONVERSATION WITH THE VICTIM CHILD:

- When approaching a child, first introduce yourself.
- Accept and acknowledge his reactions and feelings. Be attentive to non-verbal manifestations of your child's feelings - embarrassment, shame, fear, terror, sadness, guilt.
- Respond to these feelings by helping your child cope with them: "I can see that you are self-conscious, it's natural in such a situation"; "People are usually ashamed when they talk about such experiences", "Don't hold back your crying, crying helps".
- Inform your child about what will happen next. Don't make things up, don't give false information, don't give guarantees without coverage.
- Offer support: "Is there anything I can try to help you with?"
- Ask if they want to contact someone close to them.
- Accept the refusal.
- Ensure discretion, but inform that in the event of a crime, circumstances may arise in which it will be your duty to disclose information to the appropriate authorities.
- Show your child interest and kindness, devote time to him.
- Listen more, talk less – it is important to give your child time to speak. Don't be afraid of silence, endure it.
- Give him space to talk about what he wants to talk about.

- Do not ask for details. When asking a question, think about why you are asking it, whether this question is to satisfy your curiosity or to deepen contact, obtain important information needed to help.
- Let your child feel that you believe what he says.
- Reassure your child that they are not responsible for what happened to them.
- Don't judge. Do not ask questions that include an assessment: e.g. "why didn't you call for help/run away?", "why did you believe him/her", "why did you agree to this, if you knew...?" etc. As a rule, this makes the child feel guilty and also embarrassed, because he often does not understand the reasons for his own and other people's behavior. Besides, you don't know the situation and experiences of the child that may have influenced his or her behavior.
- Do not hug your child, do not touch him, unless he asks for it - physical contact can scare them and "shut them down", touch may have bad associations with them and awaken traumatic memories, especially in the context of previous abuse.

Appendix 11: Ways of responding to harmful behaviour of a parent/guardian/other adult towards a child

If you see violence against a child from a parent or guardian - the child is tugged, called names, humiliated, beaten (e.g. scolding with a slap)? React!

Your reaction to the harm restores the child's sense of security and gives them a chance for a better future. It can also protect the health and even life of the child!

How you can react:

NOTE

Indicate that you have noticed a situation of child abuse. Making eye contact may be a sufficient response to stop the abusive behavior of a parent, caregiver or other adult accompanying the child. Don't be afraid to observe. You have the right to observe what is happening in the facility or public space.

GET IN TOUCH

When a parent is torn by such strong emotions that he cannot stop violence against his child, rational arguments will not reach him. If you want to react effectively, try to lower its tension.

Ask a simple question, such as, "Excuse me, did something happen?"

You can also refer to your own experiences, such as: "I remember when my children were this age. This is a very difficult time. Is there anything I can help you with?"

Sometimes it is enough to say out loud: "I can see that you are having a hard time" or "Sometimes we have a bad day and then we cannot get along".

The very attempt to start such a conversation can give the parent food for thought and stop violence against the child. It can also be the beginning of a further conversation leading to calming the situation.

NAME THE SITUATION

Don't criticize or attack, but also don't avoid calling a spade a spade.

Calmly but firmly talk about what has bothered you – e.g.: "I see that you hit the child", "Please do not hit the child. Please never do this."

Appendix No. 12: Guidelines for the standards of protection of minors in the scope taking into account the situation of minors with special educational needs^[1], including with disabilities.

It should be remembered that SOM is created in a way adapted to the nature and type of *INX Design Hotel*.

I. General rules - for each type of facility

1) Each minor should be treated with due respect, not discriminated against on the basis of any characteristics, including special needs, disability, race, sex, religion, color, national or ethnic origin, language, marital status, sexual orientation, medical condition, age, ability, political beliefs or social status.

2) Show all minors concern for their welfare and development.

3) Consider universal design, reasonable adjustments and modifications, ensuring equal access for persons with special educational needs, including disabilities.

4) Eliminate barriers that hinder minors' independent functioning and expression, including information and communication, architectural and digital barriers.

5) Search for evidence-based methods of work, most adequate to the identified individual developmental and educational needs of minors.

6) Involve the family and local environment in the development of minors.

II. Recommendations for employees - general rule:

1) It is recommended to ensure the presence of a person with training and the ability to provide first aid.

2) Any assistance provided to a minor with special educational needs, including disabilities, must be provided in accordance with the applicable law and take into account the best interests of the minor.

III. Relations between employees and minors

1) Identifying the Minor's Situation

The task of the facility employees is to identify situations, including special needs of the minor, in order to enable the implementation of tasks of which the child is the beneficiary. Information about the minor provided by parents (guardians) should be taken into account. The legitimacy and scope of the collection and processing of the obtained data are determined by separate regulations.

You should:

a) Identify the individual needs of the minor (to a justified extent) and the specificity of his or her functioning, in particular:

§ cognitive, emotional and social functioning with particular emphasis on the specificity of the minor's disability;

§ the conditions and methods necessary to meet the basic needs of the minor (physiological, including sensory, psychophysical, including the need for safety, etc.) and the consequences of their deprivation;

§ ways of regulating emotions by a minor^[2];

§ how you react to the physical proximity of others;

§ the minor's way of communicating (language, specific tools and their type);

§ other factors relevant to the minor.

b) If the possibility of a high risk of difficult behaviours, including aggressive, self-aggressive, problem sexual behaviours, is determined, it is necessary to:

§ carry out a **risk assessment** (precisely determine the factors that may cause such reactions);

§ develop an **individual intervention procedure**, in cooperation with parents (guardians), based on the needs/characteristics of the minor^[3]. i.e. first develop a catalogue of ways to prevent the

occurrence of a given difficult behaviour, as little aversive and proactive as possible^[4], based on building a relationship based on respect and trust;

§ Then, **non-aversive reactive strategies** (aimed at reducing emotional tension, including the protection of the minor and other people involved in the behavior) should be proposed.

c) Develop an understandable form of mutual communication – in the language/manner of communication used by the minor – adapted to the minor's psychophysical abilities and enabling the minor to express his or her will, including acceptance or objection, to certain activities/behaviours^[5], if justified using alternative or supportive methods of communication^[6].

d) Provide the minor with knowledge in an understandable way about his/her rights and obligations and the possibilities of obtaining help, making sure that the message is clear and transparent to him/her.

e) Familiarize the minor in an understandable way with the standards and rules in force in the facility and the consequences of violating them for all parties.

f) Teach the minor in an understandable way how to behave in situations that threaten his or her safety and the safety of others.

g) Teach the minor in an understandable way what behaviors constitute violating the boundaries of privacy/intimacy of others, what behaviors harm others, cause them pain and suffering.

h) Make sure that the reaction of an adult does not cause a negative attitude of other minors towards the minor for whom the intervention was undertaken^[7] – all minors participating in the incident, including witnesses, should be protected.

2) Creating a safe environment for the development of a minor

a) The situation of the minor should be familiarized with – to the extent justified by the duties and functions performed.

b) All forms of ridicule, discrimination, humiliation, intimidation, denigration, exclusion of minors or any other form of psychological, physical or sexual violence must be counteracted. All such situations should be reacted to immediately, including those between minors.

c) According to the needs and circumstances, it is advisable to:

§ conducting psycho-educational and preventive classes aimed at counteracting any discrimination and violence and sensitizing minors to the right of every person to respect for their dignity;

§ providing information to parents (guardians) about the problems occurring and cooperating with them in this regard.

d) Supporting the minor in self-service activities – if it is necessary to support the minor in the implementation of self-service and hygiene activities due to the level of their functioning, this should be done using the least intrusive form of support possible and at the same time striving to gradually make them independent of the help of other people in this respect, if possible. When providing support to a minor, it should be done in such a way that it does not result in discomfort, humiliation or ridicule by other people. Support should be done in a safe manner, with privacy, with the possibility of control by other employees.

e) In the event of suspicion or disclosure of abuse, the minor should always be given the opportunity to express his/her opinion, bearing in mind that this may be the first and only conversation for the minor (the child may not make any further attempts to seek support). It is particularly important to:

§ express one's concern by declaring that one believes the minor;

§ assure the minor that he or she did the right thing by engaging in a conversation about the harm suffered;

§ explain to the minor that he or she is not to blame for the situation;

§ unequivocally negatively assess any form of violence, sending a clear signal that it is unacceptable and must be prevented/stopped;

§ The minor should be properly informed that the matter will be dealt with by other appropriate persons, including information that measures will be taken to ensure their safety and that they are not to blame for what happened.

3) Prohibited behaviour of employees

a) Discussing the situation of the minor in the presence of unauthorized persons, including his family situation, health situation, etc.

b) Depreciating comparisons with others;

c) Isolation in a closed room, holding doors, restricting movement by tying up; the use of direct coercion is possible only in the event of the occurrence of premises resulting from the Mental Health Protection Act and in accordance with the provisions of this Act¹⁸

d) Deliberate provoking or escalation of difficult, undesirable behaviours in a minor.

e) Replacing or supervising a minor beyond the necessary level, m.in. during the performance of self-service and hygienic activities.

f) Neglect or superficial, careless treatment of the need for support and assistance reported by the minor.

g) Passive attitude of employees in terms of caring for the development and protection of minors in a situation where their well-being is threatened.

4) Procedure for responding in the event of difficult, aggressive or violent behaviour by a minor.

The purpose of the procedure is to ensure the safety of all minors and adults staying in the facility/institution/activity in the event of a threat to the safety, health and life of these persons.

Scope of application of the procedure:

- violation of the physical integrity of others;
- psychological violence, violation of personal dignity;
- fights, beatings;
- creating a threat to one's own and others' health and life;

- threats of violence;
- handling a dangerous object;
- destruction of property.

Responsibilities:

- each employee may notice or be informed about the occurrence of acts of aggression or violence;
- each employee is obliged to react in a situation of aggression or violence (being a witness to the event or a person informed about the event), i.e. to attempt to stop the situation, to ensure the safety of people: witnesses, the wronged person, the wrongdoer – their isolation;
- The application of the response procedure is carried out with informing the person designated to intervene, who will then deal with the case as a whole, or another decision-making person (e.g. director, specialist).

RESPONSE PROCEDURE IMPLEMENTATION PROCESS

IN THE CASE OF DIFFICULT, AGGRESSIVE OR VIOLENT BEHAVIOUR BY A MINOR

- in the event of observing symptoms of increased tension, nervousness or difficulties in the minor, creating the likelihood of difficult behaviour, including aggressive, self-aggressive or threatening, immediate action should be taken to prevent its development, including a calming or calming conversation with the minor, if possible, on a neutral topic (the method of redirecting attention) or other soothing/calming effect;
- in the event of escalation of difficult, undesirable behaviours, an attempt should be made to extinguish or discontinue them, adequately to the situation, taking into account the previously identified risk of difficult, aggressive, self-aggressive behaviours and the established and applied individual proactive or non-aversive reactive strategies in minors;
- if the actions taken in a given situation do not bring results and there is an escalation of difficult, aggressive or self-aggressive behaviours, the persons indicated to undertake the intervention procedure or other employees who are nearby should be informed with a request for help; they shall immediately inform decision-makers or professionals and provide support in a given situation;

- then, in the event of very aggressive behaviour that cannot be stopped and poses a threat to the health and life of oneself and others, one should immediately, if necessary, provide first aid, call an ambulance or the Police, and then notify the parents (guardians) of the minor - in this situation, it is possible, if necessary, possible and safe for each participant of the event, to use the least invasive form of stopping the act of aggression;
- the safety of each participant of the incident, including witnesses, should be ensured;
- if the circumstances of the incident allow it – immediately – the person indicated in the intervention procedure engages in a conversation that gives the minor the opportunity to speak, present his/her opinion/opinion in order to determine the causes and circumstances of the incident; during the conversation with the minor, unless it disturbs its course, important information should be noted; after the end of the conversation, a note is made taking into account the entire incident and the information provided by witnesses of the incident, the parents (guardians) should be informed about the situation;
- until it is certain that the situation has been resolved and the difficult behaviour has subsided, the minor must not be left alone, i.e. "lose sight of him/her";
- The safety of all participants of the incident and witnesses should be taken care of and they should be provided with support, e.g. psychological and pedagogical assistance.

Special conditions for the intervention interview:

- the conversation should be conducted without time pressure, rushing the minor and should be adapted to the needs and capabilities of the minor; the place where it is carried out should take into account, m.in. the specificity of the reception and processing of sensory stimuli by the minor; the language and means of communication of the minor should be taken into account;
- the person conducting the conversation should know the ways in which the minor regulates emotions (e.g. stinging/self-stimulating behaviours) and know whether the minor has difficult behaviours (e.g. aggressive, self-aggressive behaviours);
- during the conversation, the minor must be allowed to speak freely, including revealing concerns, not interrupting, criticizing, supplementing the statement with one's own guesses, not commenting on the content provided by the minor, not minimizing the significance of what happened;
- the conversation should take place in a calm atmosphere; After its completion, the minor should be provided with adequate support until the situation stabilizes and the behavior calms down - the minor must not be left alone, "lose sight" until it is certain that the situation is stabilized.

Indications for employees:

§ familiarization with the above-mentioned response procedure in the case of difficult, aggressive or violent behaviour by a minor, the tasks of the and the implementation process if it is adopted,

§ cooperating with the person designated to undertake the intervention procedure in the facility/institution/activity, following his/her instructions during the event;

§ having the numbers of persons responsible for undertaking interventions in the institution/institution/activity, decision-makers;

§ improving competences to the extent necessary to take actions specified in the above-mentioned procedure.

The above material was created on the basis of the model Standards for the Protection of Minors, developed in January 2024 by an industry team appointed by the Ministry of Justice. After adaptation for the needs of training carried out by IGHP and FDDS, the material presented below can be used to develop Standards for the Protection of Minors in hotel facilities taking into account their specificity.

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