



**İŞİK OKULLARI**



**FEYZİYE  
MEKTEPLERİ  
VAKFI • 1885 •**

# **CHILD PROTECTION POLICY**

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## **Our Mission**

Illuminating the past and the future through education.

## **Our Vision**

FMV Işık Schools is an institution whose primary guiding principle is to 'raise good citizens'. It aims to raise citizens who adopt ethical values, have command of their mother tongue, are active in more than one foreign language, are tolerant towards different cultures, have historical awareness, have scientific thinking, have analytical skills, are environmentally conscious and lifelong learners.

## **Aims**

In line with the principles of Atatürk, we aim to do the following;

- Foster appreciation and mindfulness of the differences, rights and needs of others, promote internalisation of the democratic values such as peace, tolerance, democracy and human rights.
- Raise individuals who are sensitive to the environment and the society, have a sense of responsibility and have decision-making skills.
- Raise individuals who are proficient in at least one foreign language and who have adopted the idea that diversity is wealth.
- Become versatile world citizens by creating an environment where they respect local and international cultures.
- Ensure that our students have digital citizenship skills.
- Raise individuals who adopt academic honesty as a principle in their studies.
- Assist in putting learned knowledge into practice through experience, and support creativity.
- Promote experiences in arts, sports, social and academic activities, both nationally and internationally.
- Help develop self-awareness, to enable good decisions and choices for further study and adulthood, and prepare them for the next step of their education.

## **IB (The International Baccalaureate®) Mission**

The International Baccalaureate® aims to develop inquiring, knowledgeable and caring young people who help to create a better and more peaceful world through intercultural understanding and respect.

To this end, the organization works with schools, governments and international organizations to develop challenging programmes of international education and rigorous assessment.

This policy constitutes the principles of the Child Protection Policy of FMV Işık Schools.

## **01. Introduction and General Knowledge**

### **1.1 What Is a Child Protection Policy?**

The Child Protection Policy has been created to establish a safe environment ensuring that students can be protected from any negligence and abuse if they are deprived of their rights. This is a mandatory policy and must be followed by all Feyziye Schools Foundation Schools and their community members. All processes of the school are carried out in accordance with this policy regardless of any challenges. If it is not possible to implement any portion of this policy due to security-related or legal considerations, the “Child Protection Team” is informed and an action plan is taken to address the matter. In order to establish a safe environment for the children:

- a) Child protection and child abuse terms have been defined.
- b) A Child Protection Team has been formed.
- c) The Child Protection Policy has been generated and corporate principles developed for its implementation.
- d) The parents are informed about the practices of Child Protection Policy.
- e) Obstacles and challenges of the institution are dealt with and potential solutions developed.

### **1.2 Why Do We Need A Child Protection Policy?**

Feyziye Schools Foundation has an integrated structure placing the students in the centre. Taking into consideration that the needs of children are different from the needs of adults, a rights-based policy has been created. One of the most important responsibilities of our school is to ensure that students are kept in the safest environment; it is also our job to create an environment where students know and exercise their rights. To meet these goals, our Child Protection Policy covers all internal and external community members.

### **1.3 Who is the Target Group of Child Protection Policy?**

Feyziye Schools Foundation Child Protection Policy is both an internal and external policy. Our primary goal is to point out the fulfilment of commitment clearly with the intention of preserving our children.

The policy is of great importance to the children, the parents and the teachers of FMV Foundation. This policy covers the people in all the environments that the students keep in touch with.

Having relations with Feyziye Foundational Schools, all the stakeholders acknowledge the projects carried out.

## **02. Definitions of Child Abuse and Cultural Awareness**

Child abuse is defined as exposing any child from the age of 0 to 18 to any behaviour causing damage that is displayed deliberately and that can be prevented by any person(s). This must be a behaviour that prevents the physical and psycho-social development of a

child, that is against the cultural values of the society where it occurs, or that is considered as an abuse by the experts. (Polat 1993)

**Cultural Awareness:** FMV Işık Schools respects the customs and traditions of those making up our school community. We teach our students to treat other cultures responsibly and respectfully. However, if any community creates a situation that will adversely affect the emotional and physical development of a child, the school believes that this should not be considered as a simple cultural difference. If necessary, the Child Protection Team evaluates any such incidents and takes appropriate measures to protect the children.

## **2.1 Physical Abuse**

Physical abuse can be defined as “deliberate injury to the child” in its widest sense. Its most common form is beating a child. However, physical abuse is “any kind of abuse that causes bruises, fractures, burns and any similar lesion resulting in physical damage to the body.” Physical abuse includes deliberate injury to and/or maltreatment of the child. Physical abuse types include beating, hitting, throwing, pushing, burning and choking the child.

## **2.2 Emotional Abuse**

Emotional abuse is any kind of chronic action or inaction that disturbs the development or emotional integrity of the child. It means the continuous emotional mistreatment of the child to cause serious and long-term effects on the emotional and psychological development of the child. Swearing, isolating, abandoning, misleading, frightening, mobbing, threatening, not satisfying the emotional needs, mocking and humiliating a child are types of emotional and psycho-social abuse. Moreover, continuously expecting more from the child exceeding his/her capacity, overprotecting the child, making the child defensive, extremely authoritative treatment, expecting responsibilities of a child of a higher age, discrimination between siblings and peers, giving severe penalties not appropriate for the behaviours of the child and inflicting violence to the face of the child are also types of emotional abuse.

## **2.3 Sexual Abuse**

Sexual abuse means forcing, encouraging or otherwise using the child as a means for sexual gratification, regardless of whether the child is aware of it or seems to consent to the sexual activity. Sexual abuse includes physical contact with or without sexual intercourse, exhibitionism, voyeurism, sexually-explicit speech, using the child in pornography, exposing children to pornographic content, causing children to be in inappropriate conditions and encouraging children to display inappropriate sexual behaviours.

## **2.4 Cyber Abuse**

Cyber abuse includes any interaction through information and communication technologies that adversely affects the emotional and physical development of children. Cyber abuse disturbs the emotional, social and physical development of the

child by exposing them to hate, oppression, stalking, harassment, bullying, violent and/or pornographic images. This type of abuse may also include physical and sexual abuse or negligence. A parent or guardian's failure to protect or inform his/her children about any situation that might expose them to cyber abuse is also a type of cyber abuse.

## **2.5 Negligence**

Negligence means that the parent/legal guardians in the setting of school on whom the child depends have chosen not to satisfy their obligation to meet the physical or emotional needs of their children. It is defined as the disregarding of nutrition, clothing, hygiene, medical requirements, sufficient social relation, emotional needs or optimal living conditions.

## **03. Our Responsibilities as an Educational Institution**

All internal and external community members of Feyziye Schools Foundation are responsible for protecting the welfare of our children, ensuring them a safe environment and supporting the implementation of the Child Protection Policy. All employees who work under the umbrella of Feyziye Schools Foundation have the following responsibilities regardless of their position or duties:

- a) Giving seminars to all internal and external community members of Feyziye Schools Foundation by the specialists.
- b) Reporting any claim from a student regarding actual or suspected incidents of child abuse.
- c) Reporting any actual or suspected abuse of the children by school personnel.
- d) In accordance with the Child Protection Policy, the necessary action is taken and followed up.

## **04. The Principles Forming the Basis of Child Protection Policy**

Feyziye Schools Foundation, together with all its campuses, schools and the units and departments of the schools, is aware of its responsibility regarding the protection of our children. We also believe it is important to take preventive steps against any possible damage to our students. Considering the information and communication systems established within and between our schools, Feyziye Schools Foundation focuses on the following principles:

- a. Feyziye Schools Foundation and all its schools accept the articles in the United Nations Convention on the Rights of Children approved in 1989, and respect the rights of children.
- b. Feyziye Schools Foundation presents a positive school environment with a positive system of values where the students know they are valued, safe, can speak and be heard.
- c. All the schools of Feyziye Schools Foundation accept that protecting children against all damage is an integral personal, professional responsibility.
- d. Feyziye Schools Foundation and all its schools consider the best interest of the child in any kind of protective measure or decision.

- e. Feyziye Schools Foundation provides necessary training and support to all individuals within its community to ensure that they recognize, prevent and intervene in the case of child abuse incidents.
- f. Feyziye Schools Foundation consults outside experts for support when necessary.
- g. Feyziye Schools Foundation regularly monitors the implementation of its Child Protection Policy and reviews this policy once a year.
- h. Feyziye Schools Foundation designs all procedures to increase the functionality of the Child Protection Policy and to extend it to the entire school community.

#### **4.1 Preventive Actions**

Feyziye Schools Foundation is obliged to take necessary precautions to prevent any incident that might harm children. The prevention of abuse forms the basis of child protection. Feyziye Schools Foundation accepts that corporate awareness and robust procedures encourage positive behaviors, decrease the frequency of bad incidents and ensure early detection and responses to child abuse incidents. To ensure this, Feyziye Schools Foundation undertakes the following preventive activities:

#### **4.2 Raising Awareness**

Feyziye Schools Foundation ensures the effective and systematic sharing of its Child Protection Policy with the entire school community via many methods, including parent letters, posters, bulletins, its website and school magazines. This ensures that our community members (including all educators and support personnel) are aware of their responsibilities to the children and treat them respectfully. They become a good listener for all children, pay attention to changes in children's behaviour and bear in mind that any change in the behaviours of any child could be an indicator of abuse.

#### **4.3 Behaviour Rules**

Feyziye Schools Foundation asks all staff and parents to sign a "behaviour agreement" in order to prevent any potential abuse and to clearly express its expectations. Feyziye Schools Foundation informs all parties to understand Feyziye Schools Foundation's expectations regarding improper behaviour and aims to protect children from such behaviour.

Feyziye Schools Foundation states that the school cares about the following items and expects community members to care too:

- a) being acquainted with the concept of negligence and abuse within the scope of child protection.
- b) being acquainted with responsibilities within the scope of child protection.
- c) Being acquainted with fulfilling the responsibilities in case of suspected or realised negligence-abuse
- d) Being acquainted with the necessity of acting in accordance with child protection policy.

### **4.3.1 Recruitment Process**

Feyziye Schools Foundation works hard to select the correct candidate for the correct position in line with its goals and principles. The care shown by the institution during the recruitment process and its in-depth monitoring throughout the employment process are valuable precautions in deterring criminals and the people who have tendency to abuse and neglect. Feyziye Schools Foundation takes all reasonable care to prevent inappropriate persons from working with our children. The Human Resources Department determines whether candidates are suitable for the school and checks their references to prevent any potential problems. The questions asked of candidates during the interview process are designed to assess their ability to interact with children in a positive way. An orientation meeting is held with all employees before they may work with students, which includes a detailed section about our “Institutional Ethics” and “Child Protection Policy.” All employees are monitored and evaluated based on firm criteria for ethical behaviour.

### **4.3.2 Education**

#### **4.3.2.1 Education of School Community**

Feyziye Schools Foundation is committed to ongoing training for the whole school community in order to ensure that all community members are aware of how important child protection is. Feyziye Schools Foundation aims to prevent any 6 potential problems before it occurs by ensuring that everybody is continuously aware of the Child Protection Policy. Feyziye Schools Foundation assists all the employees in writing, updating, following-up policy and preparing seminars about child protection policy.

#### **4.3.2.2 Education of Students**

Feyziye Schools Foundation knows that educating and raising the awareness of children is one of the most important steps in preventing child abuse. Having the pedagogical formation, the teachers gained the importance of the topics and related lesson plans to be added to the syllabus. In this regard, the teachers set the schedules in all grades. They also ensure that the plans go well with the syllabus. Feyziye Schools Foundation ensures that a suitable curriculum is in place to achieve this. The school organizes awareness and corrective behaviour development programmes for all grades from kindergarten to high school to ensure safety and prevention of child abuse, including individual and group interviews and collective studies such as in-class tasks and seminars. While developing these plans, the school encourages parents’ participation and requests their feedback periodically. The education programme is regularly reviewed based on this feedback

#### **4.3.2.3 Education of Parents**

Being aware that parents are our main partner in child protection, Feyziye Schools Foundation organizes various activities to ensure that parents are part of our child protection plan. The school informs the parents about “protection of children against abuse” through seminars, bulletins and individual meetings if necessary. The following are organized during the school year:

- a. The school emphasizes the importance it places on the Child Protection Policy in bulletins sent at the beginning of the academic year.
- b. The school replaces provisions of the articles of “United Nations Convention on Child Protection” into the syllabus.
- c. The school collectively and individually informs parents about the Child Protection Policy and Procedures of the school.
- d. The school shares its expectations regarding child welfare, including proper physical, emotional, cognitive, social development and self-care.
- e. Moreover, seminars are organized for the parents of high school students every month by the school counsellors and experts as part of the “Parent Development Workshops” about various matters (e.g., Puberty, Child Development, Healthy Communication with Adolescents, Technology and Drug Addiction, Reckless Behaviours).

#### **4.3.2.4 Education of School Staff**

Feyziye Schools Foundation serves children from kindergarten to the 12th grade on all its campuses. Staff members interact with children on our campuses. These staff members include teachers, administration, librarians as well as support personnel including school bus drivers, school bus attendants, cafeteria personnel, security guards and cleaning personnel. The institution is responsible for educating the children as well as the individuals interacting with the children. The highlights include recognizing child abuse, types of child abuse, indicators of abuse and common behaviors of abused children, statistical data regarding child abuse and actions to be taken in an emergency. The institution is also responsible for highlighting what constitutes child abuse. In addition to this, the foundation is also in charge of educating the employees in order not to suffer from abuse and to protect themselves.

#### **4.3.2.5 Awareness through the Curriculum**

Preventive activities, awareness programmes and subject-level practices regarding child protection policy are included in the curriculum and carried out systematically from kindergarten to high school at all campuses of Feyziye Schools Foundation Işık Schools. The International Declaration of the Rights of the Child is displayed prominently at various places in all school buildings. Extracurricular activities, projects, competitions, ceremonies and

exhibitions are organized according to our Child Protection Policy. A week of the school year is designated “Child Rights Week” at all our schools, and levels of awareness among the school community and our parents are raised with special activities carried out during that week. A structure has been created to protect the children against any environment and incident where, regardless of their age, they can be harmed physically and emotionally. We aim to raise our children’s awareness of their rights and the requirements of the Child Protection Policy through clearly-understood, confidential methods. The fundamental principles of our curriculum are as follows:

- a) The aim is to increase the motivation of and win over every child.
- b) Teachers do not use humiliation, pressure or violence at any time.
- c) Students are presented with opportunities to show their skills and express themselves.
- d) Students are informed in advance about the sanctions they might face in case they violate any rule, and every sanction is implemented in the same way by everybody.
- e) Students are not forced to participate in any curricular or extracurricular activity.
- f) Students are given additional support when they fall behind or fail.
- g) The academic and emotional progress of our students is monitored by every course teacher, and their observations are shared at the meeting of the committee of level teachers held every semester. Precautions are taken if necessary.

#### **4.3.2.6 Kindergarten**

The primary objective of the kindergartens, where students at the age of 4 to 6 study, is to protect them physically and raise their awareness to ensure that they can protect themselves. The children studying at kindergarten are trained and educated about getting to know rights and responsibilities, emotions, expressing, their own body and the body of the opposite sex, intimate areas, my body is mine, touching rules, recognizing desired and not desired touches and healthy use of technology.

#### **4.3.2.7 Primary School**

The primary school level—where students undergo fast change and development physically, mentally, spiritually and socially—is an especially important time to raise children’s awareness. All the facilities provided by the curriculum are used to serve the Child Protection Policy. The children studying at the primary school are trained and educated about understanding emotions, expressing oneself, communication skills, knowing how to ask for help (and when), Declaration of the Rights of the Child,

personal boundaries, “saying no,” recognizing safe and unsafe touches, touching rules, puberty features and healthy use of technology.

#### **4.3.2.8 Middle School**

Since subject teaching starts at the secondary school, the number of people that the students are in contact with increases. To prevent student anxiety, the school administration holds common behaviour meetings, which ensure that every teacher displays consistent behaviour to the children. Students at this age become more individualized and introverted, and their insecurities increase due to puberty. Therefore, all educators of Feyziye Schools foundation consider this level very critical and monitor the children sensitively. Moreover, at this age a child’s inner conscience and value system start to develop, and his/her abstract thinking system becomes more complex. Taking all these changes into consideration, the education programme is shaped to raise high awareness in children. The children studying at middle school are trained and educated about the puberty period, growth and development characteristics, sexual health education, social emotional development, bullying, exam anxiety, education coaching, abuse, social media and technology use.

#### **4.3.2.9 High School**

The high school curriculum includes an integrated perspective regarding “Rights of the Child.” The rights of the child and child protection sub-subjects are included in the Child Protection Policy, and these topics are integrated into all course curriculum vertically and horizontally. In addition to the course curriculum, extracurricular activities (competitions/concerts/art studies etc.) carried out at the school aim to raise awareness of the entire school community in this respect. The children studying at high school are educated and trained to refrain from risky behaviours by raising awareness and sensitivity about healthy sexual development and safe sex, respecting the differences of others, knowing and accepting their rights and freedoms and raising awareness about bullying and sexual abuse and safe and conscious use of technology.

#### **4.3.3 Trips**

Trips are planned according to age groups. The place is investigated, the risk assessment is performed beforehand and any trip with any security weakness is cancelled. The companies to be engaged for the trips are selected only after checking their references. A risk assessment is made before any trip. Research is done about the place to be visited. The route, trip period and traffic etc. are reviewed.

Necessary security precautions are taken at hotels before any overnight trips. (e.g., mini bars are emptied, 18+ channels are closed, windows are locked). The

students who stay together are paired in advance. Adults and students do not stay in the same room. The number of teachers and guides to accompany the students is 9 determined based on the number of students (for example, 1 teacher for every 10 students, 1 assistant principal for every 40 students and guide and nurse for overnight trips). Students are insured by the tourism company for all trips. Trips are organized in accordance with a clear trip procedure.

Evaluations are made regarding the trip location and programme after the trip. Necessary precautions are taken for the next trip. The trip is not repeated if any risk was detected.

#### **4.3.4 Use of Technology**

The Digital Citizenship section of the computer course curriculum focuses mostly on the “Digital Security and Digital Rights and Responsibilities” sections that are closely related with this matter. The students are informed as part of the course contents about problems that they might encounter in the virtual world and social media, how they should react to such problems and what their responsibilities are when using social media.

Moreover, the IT Department uses various software to prevent access to any undesired domain at the locations in the school with internet access.

Feyziye Schools Foundation acts with the welfare of the child in mind when using any visual and written materials of the children. The Foundation acts on a fair basis while protecting the child’s descriptions, experiences, identity and dignity. The Foundation asks for verbal (in their mother languages) and written approvals from parents/guardians or caretakers before using any photo, film, video image, voice record or personal background of any child. Moreover, all data and contents (names, photographs, files) are stored securely at the schools.

Regular activities are carried out as part of both the course syllabus and IT practices in order to raise student awareness about virtual abuse and bullying that they might face or cause in the digital world and to ensure that they can protect themselves against such incidents.

#### **4.3.5 Physical Environment and Audits**

Every academic year, in each term, the audit commission checks all the places where children could occupy or the places where children do not occupy. From the Campus Child Protection Team, one of the staff is also part of the Physical Environment and Audit team. The conditions which pose problems regarding the safety and protection of the children are reported to the respective department which have to be dealt with urgently.

## **4.4 Foundation Child Protection Team**

### **4.4.1 Feyziye Schools Foundation Child Protection Team**

Feyziye Schools Foundation establishes a Feyziye Schools Foundation Child Protection Team from the representatives of the child protection team of each campus. This team evaluates the requests of the campuses and revises the Child Protection Policy if necessary. The team ensures information flow between campuses regarding the Child Protection Policy. The team contacts the external child protection experts if external support is needed. The teams receive support from the other organs of the Foundation, acting in cooperation with them. Two ordinary meetings are held during the year. The Foundation Child Protection Team is comprised of the following:

- a. A Board Member;
- b. An Executive Board Member;
- c. Foundation Lawyer;
- d. School Principals;
- e. Representative(s) selected from each campus
- f. Ministry of Education Consultant
- g. Human Resources Manager

### **4.4.2 Campus Child Protection Team**

Feyziye Schools Foundation establishes a child protection team at each campus, emphasizing the importance of communication between schools sharing the same campus. The campus child protection team is comprised of:

- a. School Psychologist;
- b. School Counsellor(s);
- c. School Nurse;
- d. Teachers representing each grade;
- e. School Principal.

The campus child protection teams should regularly perform the following during the academic year:

- Organize meetings to inform the General Manager and school principals, teachers, parents and students about the Child Protection Programme;
- Organize meetings to give detailed information about the Child Protection Programme to new students;
- Review the school protection team in terms of position change;
- Plan teacher and stakeholder training sessions;
- From the committee, one member joins as representative for supervising the physical environment.

In case of any child abuse suspicion, any individual witnessing or suspecting abuse is automatically brought to the child protection team. The school principal and assistant principal of the school where the abused child studies are also included in the child protection team.

#### **4.5 Approaches of Claims**

Feyziye Schools Foundation Işık Schools consider themselves obliged to react to any actual or suspected abuse or damage incidents as per this policy. Any claim and concern will be treated seriously regardless of who the offender and the abused is and how unbelievable the incident seems.

Foundation personnel are not obliged to decide whether child abuse has occurred. However, all personnel are obliged to notify any unclear or suspicious incident or any intuition or concern that something is wrong. No personnel may fail to report information given to them about any actual or suspected abuse.

In case of any actual or claimed abuse, the school has an action plan. The person who notices the situation fills out the notification form and gives that form to the school administration. The school administration cooperates with the school counsellors of the school, the school counsellor notifies the school administration and the Child Protection Team of the school, and the school administration and its Child Protection Team contact the family and/or the authorities.

### **05. Associating the Child Protection Policy with Other Policies**

#### **5.1 Language Policy**

Child Protection Policy enables to have equal opportunity while reporting the case at International Language (English)

#### **5.2 Inclusion Policy**

Without any prejudice, all the stakeholders are included in accordance with the cases stated in Child Protection Policy.

#### **5.3 Assessment and Evaluation Policy**

The changes in a child's academic and emotional development as a result of assessment and evaluation process is questioned within the scope of Child Protection Policy as well. With the approach of differentiated teaching and by taking the differences in children's zones of development into consideration protective and preventive precautions stated in Child Protection Policy are taken.

#### **5.4 Registration and Admission Policy**

During the registration and admission, the student is informed about the School's Child Protection Policy.

#### **5.5 Distance Education Policy**

All the topics in the Child Protection Policy are valid in the duration of distance learning.

## 06. Policy Review Process

This policy is reviewed by the commission once every academic year.

The Child Protection Team is responsible for reviewing the Child Protection Policy.

## 07. Conclusion

Child Protection Policy Practises are covered at Feyziye Schools Foundation in order to maintain the order and safety of all stakeholders.

Our objective is to enable all stakeholders to support protecting children.

In order to have updated and lively documents, it is covered at Board Management meetings which are conducted regularly. The corrective action is planned and applied to accomplish the objectives which have not been accomplished previously. The changes made related to this policy are announced to the school community.

The Child Protection Policy is revised in each academic year by the members of the committee and the changes are made if necessary. The committee ensures the application, evaluation of this policy and informs the new teachers about the policy.

In January-February 2022, this policy was revised by the policy committee and necessary changes were made.

## 08. Child Protection Committee Members

AD SOYAD	GÖREVİ - OKULU
Müge YALIM ALPAN	FMV Director of Educational Institutions & Founder Presentative
Filiz ÇAPÇI	School Principal – 07N
Gülay EROL	School Principal - 06E
Ergun KARAHASANOĞLU	FMV Process Development Coordinator
Didem ŞİRANUR	FMV Educational Projects Manager
Songül ERDOĞAN	FMV Işık Schools International Programmes Coordinator
Şehnaz YALMAN	Vice Principal- 06N
Gizem DOLU	English Teacher-IB PYP Coordinator - 06I
Nesrin ŞANAY	Head of Kindergarten Class Teachers Dep. - 07E
Reyhan DURMUŞ	Psychological Counsellor - 07N
İsmail TÜRKOĞLU	Psychological Counsellor - 05N
Çağla İNCEOĞLU	Psychological Counsellor - 06N
Duygu TÜTEK AYDIN	Psychological Counsellor - 06E

İdil ÖRS	Psychological Counsellor - 07E
Aytuna ÖZBENT	Library Supervisor - 06I
Gülten ŞAHİN	Measurement and Evaluation Department - 06E
Serdal KAYA	English Teacher - 05I
Elif ÜNÜGÜR	Teacher - 07N
Seçil KAPTAN	Teacher - 06N
Gülhan DEMİREL	Teacher - 06I
Bayram TOPAL	Teacher - 05N
Sevilay ERASLAN	Teacher - 05N
Servet BATTAL	Teacher - 05E
Sibel HAVUTLU	Teacher - 05I

## Appendices

FMV Işık Schools Incident Report Form

FMV Işık Schools Interview and Follow-Up Form