



Politiki y'Ubwirinzi y'Ishyaka Swim Club

Iyi politiki ibonekamu Cyingereza & Kinyarwanda

Icyotugamije

- ≈ Buri muntu wese uje atugana ngo yige koga afite uburenganzira bwo kuba arinzwe, ahabwa icyubahiro, kandi agakomeza kwitabwaho mu Ishyaka Swim Club.
- ≈ Buri muntu wese mukuru mu Inshyaka swim afite inshingano zo kurinda abana.
- ≈ Ikibazo cyose kizagaragazwa kizigwaho neza kandi gifatweho umwanzuro.

1. Ubwirinzi ni iki?

Ni ugusigasira; bivuze kurinda abana ibyago, akaba aribwo buryo amategako arinda kandi akarengera umwanaashyirwa mubikorwa. Haba mu myitoto ya buriminsi, mu ngendo zinyuraye, mu butumwa, no mu ndangagaciro. Amasezerano mpuzamahanga ya leta z'unze ubumwe; yita kandi akarengera uburenganzira bw'umwana ndetse na mahame ashingiye ku kurinda uburenganzira bw'umwana ku isi hose nkuko ryemejwe kuwa 20 Ugushyngiro 1989, bigashyirwa mubikorwa kuwa 2 nzeri 10990.

N'Amasezerano nyafurika yo kurinda no kurengera umwana, kuburenganzira n'iterambere ry'umwana. n'itegeko N°71/2018 ku Kurinda no kurengera umwana.

2. Iyi politiki ireba bande

Iyi politiki ireba buri wese muri Ishyaka:

- ≈ Aboga bese, harimo abatarengeje imyaka 18
- ≈ Abatoza bese, abafasha, n'abakorera bushake
- ≈ Abayobozi ba club n'abagize komite
- ≈ Ababyeyi n'ababarezi
- ≈ Abashyitsi, abayobozi, n'abandi bagira uruhare mu bikorwa bya club

3. Ibyo kwirindwa

Ubwoko	Ibisobanuro byabyo
Gufatwa nabi	Ibikorwa bibabaza umubiri w'umwana umwana cyangwa kumukomeretsa ku bushake, cyangwa kwemerera abandi kubikora. ≈ <i>Harimo gukubita no guha umwana imyitoto irenze ubushobozi bwe nk'igihano.</i>
Ihohoterwa mbamutima	Guhora ufata umwana nabi mu buryo bubangamira imitekerereze ye, imibereho ye yo mu mutima, cyangwa iterambere rye. ≈ <i>Harimo kumusebya kenshi, kumutera ubwoba, kumwirengagiza, kumutoteza, cyangwa kumwita amazina amubabaza no kumubwira nabi.</i>
Ihohoterwa rishingye ku gitsina	Ihohoterwa rishingiye ku gitsina ni ugukora, cyangwa kwemerera abandi gukora, igikorwa icyo ari cyo cyose cyerekeye ku gitsina, gukorakora, amagambo aganisha ku mibonano mpuzabitsina, cyangwa iterabwoba bikorerwa umwana; harimo amashusho yurukozasoni y'ubusambanyi (pornography). Ihohoterwa rishingiye ku gitsina risaba ibanga kurusha



Ubwoko	Ibisobanuro byabyo
	ubundi bwoko bw'ihohoterwa rikorerwa umwana, bityo bikagorana kubona amakuru yaryo. Bamwe mu bahohotewe, binyuze mu nzira yo kubashukashuka, bigishwa ko ibikorwa byerekeye imibonano mpuzabitsina ari ikimenyetso cy'urukundo, hanyuma bakemerera ababahohotera kubera uko babyumva. ≈ <i>Ihohoterwa rishingiye ku gitsina ni icyaha gihanwa n'Itegeko mpanabyaha N°059/2023 ryo ku wa 04/12/2023 mu Rwanda.</i>
Kutita k'umwana	Kwima umwana ibiryo ukamwicisha inzara, ukamwima imyambaro, ntabone aho kuba, ntiyitabweho ngo avuzwe, cyangwa ngo ajyanwe kwishuri. ≈ <i>Harimo kwirengagiza ikibazo cy'ubuzima ntavuzwe cyangwa gutererana umwana.</i>
Gutoteza	Hakoreshejwe ibishushanyo/Amarenga bikomeretsa, gutera ubwoba, guheza umuntu k'uburenganzira afite. ≈ <i>Kohererezwa ubutumwa binyuze ku imbuga nkoranyambaga no kuri interineti (cyberbullying).</i>

4. Inshingano za buri wese

Ubuyobozi bwa ikipe bugomba:

- ≈ Kugira umukozi ushinze ubwirinzi, ufite ububasha n'ubumenyi akazana impinduka
- ≈ Kwemeza ko abakozi bose basoma kandi bagasinya iyi politiki mbere yo gukorana na Ishyaka Swim
- ≈ Kwakira ku gihe ibibazo bivutse no gusuzuma iyi politiki buri mwaka

Abatoza n'abakozi bagomba:

- ≈ Gufata buri mugenerwabikorwa/umukinnyi mu cyubahiro batamutesha agaciro, kumusebya, cyangwa kumutera ubwoba bashaka ku muvutsa ibyo agenerwa bitaje icyobacicyo.
- ≈ Gukurikiza amategeko uko yashyizweho
- ≈ Gutanga raporo ku ibibazo n'umutekano w'umukino wo koga

Ababyeyi n'abarezi bagomba:

- ≈ Gusoma iyi politiki no gushyira umukono ku Ifishi y'Ikiranga iri ku mugereka
- ≈ Kumenyeshya Perezida wa Club niba bafite impungenge ku mwana
- ≈ Kwigisha abana ko bashobora buri gihe kuganira n'umuntu mukuru wizewe, kandi umubyeyi nawe kuganira n'umwana akabigira umuco.

Aboga bagomba:

- ≈ Gufata kubaha bagenzi babo n'abatoza bagahabwa icyubahiro cyabo.
- ≈ Kumenyeshya umuntu mukuru wizewe ; umutoza, umubyeyi, cyangwa umuyobozi wa club niba hari ikintu bumva ko kitameze neza cyangwa.

Aboga bafite uburenganzira bwo kuvuga “oya” ku gikorera icyo ari cyo cyose cyabateza ikibazo, kandi ntibazahanirwa kubivuga.

5. Amabwiriza arinda aboga

Kwigisha no gukora k'umubiri w'uwigishwa

- ≈ Abatoza bashobora gukora ku muntu woga gusa kugira ngo bakosore uburyo bwo koga cyangwa mu rwego rw'umutekano, kandi bikorerwe aho abandi babasha kubibona.
- ≈ Abatoza bagomba kubwira uwoga ibyo bagiye gukora, kandi bakemeza ko uwo woga abyishimiye kuburyo yemerewe kubitangaho igitekerezo murwego rwo kumva uko abaitekereza..
- ≈ Igihano kibabaza umubiri nticyemewe nta gukubita, kandi nta myitozo y'inyongera itangwa nk'igihano.
- ≈ Niba uwoga asabye umutoza guhagarara, agomba guhita ahagarara ako kanya bitaba byamuviramo ikibazo kandi umutoza akagumya kumukurikiranira hafi no kumwitaho.

Kuba urihamwe n'umwana mwenyine

- ≈ Abatoza ntibagomba kuba bari kumwe n'umwana bonyine mu cyumba cyihariye, kwitarura abandi ku kibuga/mu myitozo.
- ≈ Imyitozo ya buri ereba umwana muto yemewe gusa kubera ahagaragara, kandi umubyeyi cyangwa undi muntu mukuru cyangwa ufite inshingano akaba ari hafi y'umwana.

Gukoresha imbuga nkoranyambaga

- ≈ Kwandikirana ubutumwa bwose hagati y'abatoza n'abakinnyi ntibyemewe, umutoza yoherereze ubutumwa umubyeyi cyangwa bwoherezwe muri Groupe whatsapp ya club.
- ≈ Abatoza ntibagomba kohereza ubutumwa bwihariye kuri telefone bwite y'umwana muto cyangwa ku mbuga nkoranyambaga.
- ≈ Amafoto cyangwa amashusho y'aboga ashobora gusangizwa gusa hari uburenganzira bwanditse bwatanzwe n'ababyeyi, ahangaha turagaragazako umubyeyi mubufatanye bwe na club asinya inyandiko itanga uburenganzira-club ikajya ikora byose ihagarariye umubyeyi.

Ingendo n'amarushanwa

- ≈ Umwana ntagomba gukora urugendo ari wenyine agomba kuba ari kumwe n'umuntu mukuru cyangwa umwe bahuje isano hagomba no kuba hari undi muntu mukuru.
- ≈ Abana bato ntibagomba gusangira icyumba n'umuntu mukuru utabafatanye isano mu bikorwa birara.
- ≈ Umuntu mukuru wese ujyanye umwana mu modoka ye bwite agomba kuba yabanje kubona uburenganzira bwanditse bw'ababyeyi.

Aho bahindurira imyenda

- ≈ Abantu bakuru ntibagomba kwinjira mu cyumba cyo guhinduriramo imyambaro gikoreshe n'abana b'igitsina gitandukanye n'icyabo eg : {**icyumba abakobwa bambariramo sibyiza ko abahungu bahagera**}.
- ≈ Nta mafoto cyangwa amashusho yemerewe gufatirwa mucyumba bahindurira imyenda cyangwa hafi aho.

Gutoteza

- ≈ Gutoteza; haba mu magambo, ku mubiri, cyangwa ku imbuga nkoranyambaga ; ntibyemewe na gato.
- ≈ Abatoza bakora itoteza bagomba guhita babihagarika kandi bigatangirwa raporo.

6. Ibimenyetso byo kwitonderwa

Ibi bimenyetso bishobora gusobanura ko umwana ari kugirirwa nabi yaba muri club cyangwa mu rugo. ku ishuri. Ikimenyetso kimwe cyonyine ntigishobora kuba gihagije, ariko kigomba guhabwa uburemere, maze maze ukakiganira na president wa club.

Impinduka mu myitwarire	Ibimenyetso k'umubiri
≈ Ahoea acecetse cyangwa agaragaza impungenge ≈ Akenshi akanga kuza mu myitozo ≈ Arikanga cyangwa agasimbuka iyo hari ikintu kimwegereye cyangwa kimukozeho ≈ Asa n'utinya umuntu runaka muri club	≈ Ibikomere cyangwa ibisebe bidafite ibisobanuro ≈ Ahora ananiwe ≈ Yipfuka amaboko cyangwa amaguru n'imyenda ≈ Avuga ububabare budafite impamvu isobanutse
Mu byo bavuga	Guhora hafi y'abantu bakuru muri club
≈ Avuga ku 'banga' afitanye n'umuntu mukuru ≈ Avuga ko ahawe impano n'umuntu mukuru ≈ Abwira abandi ko ashaka kwikomeretsa cyangwa avuga ko abyifuza ≈ Akoresha amagambo y'imibonano mpuzabitsina utatekeregako umwana yayavuga	≈ Umuntu mukuru akunda kwita k'umwana umwe kenshi ≈ Umuntu mukuru agerageza kugumana n'umwana bari bonyine ≈ Umuntu mukuru asuzugura cyangwa agahonyora aya mabwiriza ≈ Umukinnyi asa n'utinya umuntu runaka

Niba umukinnyi akubwiye ikintu

- ≈ Guma utuje. Uko wakira ikibazo bifite akamaro.
- ≈ Mutege amatwi wibasuzugura bahe Ijambo kandi ntubabaze ibibazo bigoye gusubiza.
- ≈ Ntukagire uwo usezeranya kumugirira ibanga.
- ≈ Babwire uti: "Wakoze neza kumbwira. Ngiye kugufasha."
- ≈ Andika ibyo bavuze, uko babivuze, vuba uko bishoboka.
- ≈ Bimenyeshe Perezida wa club ako kanya. Ntugaharanire kubikemura cyangwa kubigumana wenyine.

7. Uko watanga raporo igaragaza impunge wagize

Ntugomba kuba uzineza ko ikintu cyabaye. Niba hari ikintu kiguteye impungenge, bimenyeshe. Ushobora kubivuga imbonankubone, kuri telefone, cyangwa mu nyandiko.

Ubishinzwe	Imyirondoro
Perezida wa Club	Madamu Elise Deeqa Mugabo +250 780 248 196 +250 781 255 118 elise@ishyakasports.org

Niba impungenge zireba ubuyobozi bwa club, geza raporo kubayobozi ba club.

Kumenyesha Teelphone	Abo ari bo n'ibyo bakora
Rwanda Investigation Bureau (RIB) · 116	Hamagara igihe ikibazo kihutirwa cyangwa niba utekereza ko icyaha cyakorewe umwana.
Isange One Stop Centre	Ubufasha bw'ubuntu kandi bw'ibanga mu bitaro byose byakira abarwayi boherejwe. Serivisi z'ubuvuzi, inama z'ubujyanama, n'ubufasha mu by'amategako.
NCDA (Ikigo cy'Igihugu gishinzwe Iterambere ry'Umwana)	Urwego rwa Leta mu Rwanda rushinzwe kurengera abana. Shyikiriza ikirego unyujije muri izo nzego zose cyangwa ku umuyobozi ushinze imibereho myiza y'abana mu karere kawe ukoreramo.
Inshuti z'Umuryango (IZU)	Abakorerabushake bo mu muryango — babiri kuri buri mudugudu. Bashobora kumva impungenge kandi bakaguhuza n'ubufasha bw'ababishoboye.

Gutanga raporo mu buryo buteganywa n'itegeko

Hashingiwe ku itegeko No 71/2018 ryo kuwa 31/08/2018 rirengera umwana mu Rwanda, buri wese uzi amakuru ku ihohoterwa ry'umwana ko yagiriwe nabi n'ibindi cyangwa ari mu kaga, agomba kubivuga no kubimenyesha abayobozi. Abatoza bose ba Ishyaka swim club n'abakozi bayo basabwa n'amabwiriza gutanga raporo. Kudatanga raporo birahanirwa.

8. Nyuma yo gutanga raporo

- ≈ Perezida wa club azumva ikibazo kandi yandike inyandiko y'ibanga kuri icyo kibazo.
- ≈ Niba umwana ari mu kaga ako kanya, hahamagarwa polisi (112) bidatinze.
- ≈ Ku bindi bibazo, Perezida wa club azafata umwanzuro wo kumenya niba hajyamo inzego zo hanze cyangwa niba ikibazo gikemurirwa muri club. Ihohoterwa rishingiye ku gitsina rigomba kumenyeshwa mu buryo butaziguye Isange One Stop Centre na Rwanda Investigation Bureau (RIB).
- ≈ Clu izakorana na polisi, NCDA, cyangwa izindi nzego igihe bibaye ngombwa. Uregwa ntazatangazwa mu ruhamu mu gihe ikibazo kiri gusuzumwa, ariko ashobora gusabwa guhagarika by'agateganyo inshingano ze.
- ≈ Raporo zibikwa mu ibanga. Amakuru asangizwa gusa abakeneye kuyamenya niba biri mu nyungu z'umwana, tuzayasangiza inzego zibishinzwe.

9. Amategako agenga imyitwarire y'abatoza n'abakozi

Abatoza bose, abakozi, n'abakorerabushake bagomba gusinya aya mategeko mbere yo gufata inshingano.

Nzabikora:	Sinzabikora:
≈ Gufata buri muntu woga mu cyubahiro no mu gaciro	≈ Gukoresha ibihano bibabaza umubiri, gutukana cyangwa gukoresha amagambo asesereza
≈ Toza mu buryo buzamura ubumenyi b'uwoga kandi bujyanye n'imyaka ye	≈ Kuba uri wenyine hamwe n'umwana utarageza ku myaka y'ubukure mwiherereye.
≈ Kurikirana amategeko yose ari muri iyi politiki	≈ Kohereza ubutumwa bwihariye ku mwana unyuze kuri telefoni ye cyangwa ku mbuga nkoranyambaga
≈ Menyesha ikibazo icyo ari cyo cyose kijyanye no kurengera umwana ako kanya.	≈ Fata cyangwa usangize amafoto y'aboga utabiherewe uburenganzira bwanditse n'ababyeyi
≈ Ohereza ubutumwa ku bana bato gusa buri mu itsinda cyangwa ababyeyi bariho	≈ Kunywa inzoga cyangwa gukoresha ibiyobyabwenge igihe cyose uri kumwe nabushinzwe kwigisha koga
≈ Fata amahugurwa yo kurengera umwana mu buryo bukomeye	≈ Kwirengagiza gutotezwa hagati y'aboga

10. Kugenzura, Amahugurwa, no Gusuzuma

Kugenzura abagomba gutangira akazi:

Mbere y'uko umutoza cyangwa utanga serivisi wese atangira, Club ibanza kubaganiriza, igasuzuma amakuru aturuka ku bantu babiri **babemeza /nkabahamya**, kandi hakabaho kumenya neza, niba bafite amateka ajyanye no gukorana n'abana cyangwa barangwa n'ibikorwa by'urugomo.

Amahugurwa:

Abatoza bashya bose bazasobanurirwa iyi politiki mbere yo gutangira. Club izategura nibura inama imwe yo kurengera umwana buri mwaka ku batoza bose, abakozi, n'abahagarariye ababyeyi.

Ivugurura:

Iyi politiki izajya ivugururwa buri mwaka, ubutaha bikazaba muri **Kamena 2027**, cyangwa mbere yaho niba habaye impamvu cyangwa impinduka runaka. Ubuyobozi bwa Club ni bwo buyobora ivugururwa kandi bukemeza impinduka zose.



Inyongera A: Kwemeza politiki

Umutoza / Umukozi / Umukorerabushake

Njyewe, _____, ndemeza ko nasomye kandi ngasobanukirwa Politiki yo Kurengera Abana ya Ishyaka Swim Club, kandi nemeye kuyubahiriza.

Nsobanukiwe ko kutubahiriza iyi politiki bishobora gutuma nkurwa ku nshingano zanjye kandi nkashyikirizwa inzego zibishinzwe.

Umukono: _____ Itariki: _____

Inshingano muri Club: _____

Umubyeyi / Umurezi

Njyewe, _____, umubyeyi cyangwa umurezi wa _____, ndemeza ko nasomye Politiki yo Kurengera umwana ya Ishyaka Swim Club kandi nsobanukiwe inshingano zanjye.

Umukono: _____ Itariki: _____



Umugereka B: Ifishi yo gutanga raporo ku kibazo kijyanye no kurengera umutekano

Uzuza iyi fishi byihutirwa hanyuma uyishyikirize Perezida wa club. Mu gihe cy'ihutirwa, banza uhamagare 116 (RIB).

Dore ibisobanuro mu Kinyarwanda bisobanutse kandi byakwirakwizwa ku ifishi:	
Itariki n'igihe by'igikorwa kibajijwe:	
Izina ryawe:	
Uruhare rwawe muri Club:	
Izina ry'umukinnyi/uwoga (niba rizwi):	
Imyaka y'umukinnyi/uwoga (niba izwi):	
Izina ry'umuntu umuhagarariye (niba rizwi):	
Ibyabaye — ukoreshe amagambo y'umukinnyi/uwoga ubwe:	
Ibyakozwe ako kanya:	
Hari abahamya?	
Itariki ya raporo:	

Nyuma yo kohereza

Mu gihe byihutirwa — banza uhamagare 116 (RIB).

Bishyikirize Perezida wa Club. Niba atabonetse, hamagara undi muyobozi wa Club.

Ntugasangize ibiri muri iyi fishi umuntu uwo ari we wese utabigenewe.