Section-11

CHILD PROTECTION POLICY

1. Introduction

Organisation is committed to protecting children and adult beneficiaries from harm. This policy outlines the organization's safeguarding principles and procedures to ensure the safety and well-being of those we serve.

2. Purpose or Objective

The purpose of this policy is to:

2.1. Establish clear guidelines for safeguarding children and adult beneficiaries.

2.2. Prevent sexual exploitation, abuse, and other forms of harm.

2.3. Create a safe and supportive environment for all individuals involved in Organisation's programs.

3. Scope

This policy applies to all Organisation employees, affiliates, and volunteers.

4. Definitions

4.1. Safeguarding: The protection of children and adult beneficiaries from harm.

4.2. Sexual Exploitation and Abuse: Any act that involves the use of a child or adult beneficiary for sexual purposes.

4.3. Beneficiary: An individual who receives services or support from Organisation.

4.4. Child: A person under the age of 18.

4.5. Adult Beneficiary: An adult who receives services or support from Organisation.

4.6. Data Privacy: The protection of personal information.

4.7. Child Labour: Work that is mentally, physically, socially, or morally dangerous and harmful to children.

4.8. Corporal Punishment: Physical punishment.

4.9. Sexual Favors: Any act of a sexual nature that is exchanged for something else.

4.10. Exploitative Demands: Demands that are unfair, harmful, or take advantage of someone's vulnerability.

4.11. Harmful Traditional Practices: Practices that are harmful to children, such as female genital mutilation or child marriage.

4.12. Spiritual or Ritualistic Abuse: Abuse that is based on religious or spiritual beliefs.

5. Safeguarding Behaviour Protocols

Organisation employees and affiliates must:

5.1. Create a Safe Environment: Create and maintain an environment that prevents sexual exploitation and abuse of children and adult beneficiaries.

5.2. Respectful Behaviour: Be careful about perception and appearance in their language, actions, and relationships with children and vulnerable beneficiaries.

5.3. Appropriate Contact: Ensure that all physical and online contact with children and beneficiaries is appropriate in the local culture.

5.4. Positive Discipline: Use positive, non-violent methods to manage children's behaviour.

5.5. Accountability: Accept responsibility for personal behaviour and actions as representatives of the organization.

5.6. Child Protection: Always be accountable for their response to a child's behaviour, even if a child behaves in a sexually inappropriate manner. Adults must avoid being placed in a compromising or vulnerable position with children.

5.7. Two-Adult Rule: Where possible and practical, follow the "two-adult" rule while conducting Organisation work.

5.8. Data Privacy: Comply with applicable data privacy laws and Organisation's data privacy and information security policies.

6. Unacceptable Behaviour

Organisation employees and affiliates must not:

6.1. Sexual Exploitation and Abuse: Behave in an inappropriate physical manner or develop a sexual relationship with a child, regardless of the country-specific legal age of consent or age of majority.

6.2. Exploitative Relationships: Develop or seek a sexual relationship with any beneficiary of any age.

6.3. Sexual Exploitation: Sexually exploit or abuse any beneficiaries.

6.4. Exchange for Sex: Exchange money, employment, goods, or services for sex.

6.5. Inappropriate Touch: Fondle, hold, kiss, hug, or touch children or adult beneficiaries in an inappropriate or culturally insensitive way.

6.6. Abusive Language: Use language, make suggestions, or offer advice to a child or adult beneficiary that is inappropriate or abusive.

6.7. Excessive Time Alone: Spend excessive or unnecessary time alone with a child or adult beneficiary.

6.8. Harmful Practices: Condone or participate in behaviour with children or adult beneficiaries that is illegal, unsafe, or abusive.

6.9. Child Labor: Hire children in any form of child labour.

6.10. Corporal Punishment: Hit or use other corporal punishment against a child.

6.11. Child Alone in Vehicle: Take a child alone in a vehicle for Organisation work unless necessary and

with parental/guardian and managerial consent.

6.12. Data Misuse: Misuse or be careless with personal data about individual children or adult beneficiaries.

6.13. Inappropriate Online Communication: Communicate with a child in Organisation's program areas via digital platforms in ways that are inappropriate or sexual.

6.14. Covering Up: Stay silent, cover up, or enable any known or suspected safeguarding incident or breach of this policy.

7. Disciplinary Action

Failure to follow Organisation's Safeguarding Behaviour Protocols, failure to follow any other part of the Organisation Safeguarding Policy, other inappropriate behaviour toward children or adult beneficiaries, or failing to report a known or suspected safeguarding incident committed by an Organisation employee or affiliate, is grounds for discipline, up to and including termination of employment or other affiliation with Organisation.

8. Review and Revision

This policy will be reviewed annually to ensure its continued relevance and effectiveness. Any necessary revisions will be approved by senior management.

9. Approval and Authorization

This policy is approved by Chief Executive Officer.

BAL UMANG DRISHYA SANSTHA Authorised Signatory

End of Policy