



CHILD PROTECTION POLICY

I. INTRODUCTION

a. Vision

A world where all communities have equitable access to opportunities and resources.

b. Mission and Objectives

To provide young people from underprivileged communities in India with quality education to enable them to maximise their potential.

Objectives:

- run educational programs, design curricula and train teachers to ensure high quality is pursued
- create safe and inspiring Community Centres to allow beneficiaries to express themselves, access programs, activities & resources
- connect with socially like-minded individuals & organizations to raise awareness and bring in inspiring activities and resources.

c. Values and Principles

- Professionalism, Development, Honesty, Care, Respect, Teamwork
- Equal resources and opportunities for all

II. APPLICABILITY

This Child Protection Policy (“**Policy**”) is applicable to all the staff of Reality Gives (“**Organisation**”) including full time, part-time staff, contract workers, consultants, teachers, unpaid volunteers and interns who interact with the Children on a regular basis (collectively referred to as “**Staff**”). The Organisation may also insist on compliance of the Policy to any individual/organisation working with it/partnering with it in the implementation of any of its programs.

III. DEFINITIONS

a. Child/ Children: Any person below the age of 18 years is considered a child.

b. Child Abuse: Any form of maltreatment inflicted on a Child including physical abuse, sexual abuse, verbal abuse, emotional abuse and economic abuse. These terms will be interpreted further in consonance with the ‘The Protection of Children from Sexual Offences Act, 2012’ and prescribed rules (“**POCSO**”) as amended from time to time

IV. POLICY:

- The Organisation shall treat every Child in a dignified manner irrespective of gender, caste, class, religion, language, disability, race, ethnicity and sexual orientation/identity.
- The Organisation shall be committed to protecting all Children who they work with from all forms of abuse including physical, verbal, emotional, economic and sexual abuse.
- The Organisation has a **zero-tolerance policy** towards Child Abuse and shall suspend any Staff accused of Child Abuse pending enquiry and will cause immediate termination if the charges are substantiated.
- The Organisation shall work actively with all stakeholders including the community, parents to prevent instance of Child Abuse.

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- e. The Organisation will give the best interests of the Child primary consideration in all important decisions.
- f. The Organisation shall endeavour to provide counseling services to all Children.
- g. The Organisation shall provide an enabling environment for the Child's personal, physical, social, emotional moral and intellectual development.
- h. The Organisation shall be conscious at all points of the possibility of peer abuse and develop measures and provide supervision to protect the younger and especially vulnerable Children from peer and adult abuse.
- i. The Organisation shall put in place systems and procedures to ensure that all the Staff who are recruited are screened in a reasonable manner for their track record if any, in dealing with Children and their suitability for tasks and roles dealing with Children will be assessed in a rigorous manner.
- j. The Organisation shall put in place systems and procedures to ensure that all Staff are monitored and supervised regularly.
- k. The Organisation shall appoint a person as the nodal point of contact on issues relating to Child protection.

V. BEHAVIOR PROTOCOLS:

A. FOR THE ORGANISATION:

The following is a list of acts considered inappropriate. The list is illustrative and not exhaustive. The Staff shall not:

- (i) Threaten to hit or otherwise physically assault a Child;
- (ii) Use language that will mentally or emotionally abuse the Child;
- (iii) Act in a manner which may shame, humiliate or degrade a Child;
- (iv) Develop sexual relationships with the Child or suggest inappropriate behavior or relationships with the Child;
- (v) Kiss, hug, fondle, rub or touch a Child or force a Child to do the same to himself/herself/any other person in a manner which is inappropriate or culturally insensitive.

B. FOR VISITORS AND OTHERS:

- (i) Should not give gifts (in cash or kind) directly to the Child and should channelize the same through the Organisation;
- (ii) Should not collect photos, videos, stories of the Children and/or upload the same on blogs/social networking sites and any form of print media or online media without seeking prior written permission of the parents/local guardians of the Children and/or the Organisation;
- (iii) Should not ask any Child to meet alone outside the campus of the Organisation;
- (iv) Should take Children for outings only in groups and with prior written permission of the parents/local guardians of the Children and/or the Organisation;
- (v) Should not suggest late night or overnight stay with any Child within or outside the premises of the Organisation.





VI. ORIENTATION AND CAPACITY BUILDING:

The Organisation shall ensure that all full time and part-time Staff are given a detailed orientation programme with respect to this Policy on a periodic basis. The Organisation shall also educate all Staff to be educated on the laws, rules and guidelines relating to Child protection applicable in India.

VII. COMPLAINT REDRESSAL MECHANISM

- a. The Executive Director of the Organisation shall be responsible for receiving reports of sexual abuse or other inappropriate conduct and for taking appropriate action upon receiving such a report.
- b. All Staff, parents/local guardians are directed to report any incident of abuse or suspected abuse that they witness or that is reported to them to the the Executive Director of the Organisation.
- c. Complaints may also be directly made to the proper law enforcement agencies.
- d. The Executive Director will promptly notify the proper law enforcement agencies that an incidence of possible abuse has been reported.

UNDERTAKING

I/We have read and understood the Child Protection Policy of Reality Gives. I hereby declare and affirm that I agree to adhere and abide by the said policy and guidelines in form and spirit. In case of any violations of the said policy in my direct and indirect interactions with the children, the Organisation may terminate the partnership/relationship/employment/association and/or take suitable disciplinary and legal action as per the applicable law and rules.

Signed.....

Date.....

Name.....

