SWASHODHAN TRUST

(Regn. No. 286/2017 12 A and 80 G approved)

3-5-1119/11, Kachiguda X Roads, Rajmohalla, Hyderabad - 500 027, Telangana, India
Tel.: +91 9493334954, USA No. : 8326102842
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Dharmo Rakshati Rakshitah

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Child Protection Policy

I. Purpose

- To protect children from abuse, neglect, and exploitation in all forms.
- To create a safe environment for children interacting with the NGO, its staff, volunteers, and beneficiaries.

II. Scope

- This policy applies to all employees, volunteers, partners, and stakeholders involved in any activities related to children.

III. Definition of a Child

- A child is defined as any individual under the age of 18, as per the United Nations Convention on the Rights of the Child (UNCRC).

IV. Policy Statement

- The NGO is committed to promoting the rights of children and protecting them from any harm.
- All children have the right to protection regardless of their race, gender, disability, age, sexual orientation, religion, or any other status.

V. Legal Framework

- The policy is guided by international and local legal frameworks, including the UNCRC and relevant national child protection laws.

VI. Roles and Responsibilities

1. **Management:**
   - Ensure the policy is implemented and monitored.
   - Allocate resources for child protection initiatives.

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2. **Staff and Volunteers:**
   - All personnel are responsible for understanding and adhering to this policy.
   - Report any concerns or incidents regarding child protection immediately.
3. **Child Protection Officer (CPO):**
   - Designate a CPO responsible for overseeing child protection activities, training, and being a point of contact for concerns or queries.

VII. Recruitment and Training

- Implement a thorough recruitment process for staff and volunteers that includes background checks and reference checks.
- Provide regular training on child protection issues, including identifying signs of abuse and the reporting process.

VIII. Reporting and Responding to Concerns

- Establish clear procedures for reporting suspected abuse or exploitation, including anonymous reporting options.
- Outline steps for responding to allegations, ensuring the safety and confidentiality of all parties involved.
- Ensure that children know how to report concerns and feel empowered to speak up.

IX. Code of Conduct

- Create a Child Protection Code of Conduct that outlines acceptable and unacceptable behaviors when interacting with children.
- Clearly define boundaries and professional relationships between staff/volunteers and children.

X. Confidentiality and Information Sharing

- Ensure that all complaints and investigations are conducted confidentially.
- Share information about a child only when necessary, adhering to data protection laws and ethical guidelines.

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XI. Emergency Response and Support

- Outline steps for providing immediate support to children who may have been harmed, including counseling and medical assistance.
- Develop partnerships with local child protection agencies and services for additional support and resources.

XII. Monitoring and Review

- Establish mechanisms for monitoring the effectiveness of the policy and its implementation.
- Commit to reviewing and updating the policy every one to two years to incorporate new insights, feedback, and legal obligations.

XIII. Community Awareness

- Engage in community awareness initiatives to educate stakeholders about child rights, protection issues, and the importance of reporting.

Employee

Administrator

Date: