

DEVI Sansthan

Child Protection Policy

1. Introduction

DEVI Sansthan is committed to safeguarding the welfare and rights of all children involved in its programs, particularly in schools and educational settings. We recognize our responsibility to protect children from harm, abuse, neglect, and exploitation. This Child Protection Policy outlines our commitment to creating a safe and supportive environment for children and provides guidelines for all staff, volunteers, partners, and stakeholders to ensure the well-being of children.

This policy applies to all employees, volunteers, consultants, contractors, and any other individuals or entities associated with DEVI Sansthan.

2. Purpose

The purpose of this policy is to:

- Ensure the safety, well-being, and protection of children in all our programs and activities.
 - Provide clear guidelines on acceptable behavior and procedures for reporting concerns.
 - Promote a culture of awareness, vigilance, and accountability in child protection.
 - Comply with national and international laws and standards related to child rights and protection.
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3. Scope

This policy applies to:

- All employees, including full-time, part-time, and temporary staff.
- Volunteers, interns, and consultants working with DEVI Sansthan .
- Partners, vendors, contractors, and other third parties associated with the Organization.



- All programs, activities, and interactions involving children, including those conducted in schools and educational settings.
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4. Definitions

1. **Child:** Any person under the age of 18 years.
 2. **Abuse:** Physical, emotional, sexual, or psychological harm, as well as neglect or exploitation of a child.
 3. **Safeguarding:** Measures taken to protect children from harm, abuse, and exploitation.
 4. **Child Protection Officer (CPO):** The designated individual responsible for overseeing child protection issues within DEVI Sansthan NGO.
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5. Policy Statement

DEVI Sansthan is committed to:

1. **Zero Tolerance:** We have zero tolerance for any form of child abuse, exploitation, or harm.
 2. **Best Interests of the Child:** The best interests of the child will always be our primary consideration in all decisions and actions.
 3. **Prevention:** We will take proactive measures to prevent harm to children and ensure their safety.
 4. **Reporting:** We will ensure that all concerns about child safety are reported and addressed promptly and appropriately.
 5. **Empowerment:** We will empower children to express their views and concerns, and we will listen to them.
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6. Key Principles

1. **Respect for Children:** Treat all children with respect, dignity, and fairness.
 2. **Non-Discrimination:** Ensure equal protection for all children, regardless of gender, race, religion, disability, or socioeconomic status.
 3. **Confidentiality:** Maintain confidentiality in all matters related to child protection, except where disclosure is necessary to protect the child.
 4. **Accountability:** Hold all staff, volunteers, and partners accountable for adhering to this policy.
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7. Code of Conduct

All staff, volunteers, and partners must adhere to the following code of conduct when interacting with children:

1. Appropriate Behavior:

- Treat children with respect and dignity.
- Avoid physical contact that could be misinterpreted.
- Do not use language or behavior that is inappropriate, abusive, or discriminatory.

2. Prohibited Actions:

- Do not engage in any form of physical, emotional, or sexual abuse.
- Do not exploit children for labor, financial gain, or any other purpose.
- Do not use corporal punishment or humiliating treatment.
- Photos of children should be taken only with permission of parents/teachers/guardians.

3. Reporting Obligations:

- Report any concerns or suspicions of child abuse or harm immediately to the Child Protection Officer (CPO).
- Do not investigate concerns independently; leave this to the designated authorities.

8. Reporting and Response Procedures

1. Reporting Concerns:

- Any individual who suspects or witnesses child abuse or harm must report it immediately to the CPO or through the organization's whistleblower mechanism.
- Reports can be made anonymously if desired.

2. Initial Response:

- The CPO will assess the report and take immediate steps to ensure the child's safety.
- If necessary, the child will be removed from the situation to prevent further harm.

3. Investigation:

- The CPO will coordinate a thorough and impartial investigation, involving external authorities if required.
- The investigation will be conducted with sensitivity and confidentiality.

4. Support for the Child:

- Provide the child with appropriate support, including counseling and medical care if needed.



- Ensure the child's voice is heard and their views are considered in all decisions.

5. Follow-Up:

- Monitor the situation to ensure the child's ongoing safety and well-being.
- Review and update policies and procedures to prevent future incidents.

9. Training and Awareness

DEVI Sansthan will:

- Provide regular training on child protection for all staff, volunteers, and partners.
- Raise awareness among children, parents, and communities about child rights and protection.
- Ensure that all individuals working with children understand their responsibilities under this policy.

10. Responsibilities

1. Child Protection Officer (CPO):

- Oversee the implementation of this policy.
- Receive and respond to reports of child protection concerns.
- Coordinate training and awareness programs.

2. Leadership:

- Ensure that child protection is prioritized in all programs and activities.
- Allocate resources to support child protection initiatives.

3. Staff and Volunteers:

- Adhere to the code of conduct and report any concerns promptly.
- Participate in training and awareness programs.

11. Review and Updates

This policy will be reviewed annually to ensure its effectiveness and relevance. Updates will be made as needed to reflect changes in laws, regulations, or organizational priorities.



12. Commitment

DEVI Sansthan is committed to creating a safe and nurturing environment for all children. We believe that every child has the right to grow up free from harm, abuse, and exploitation, and we will work tirelessly to uphold this commitment.

Approved by the Governing Body at its meeting held on

This policy will be communicated to all employees, volunteers, partners, and stakeholders to ensure widespread understanding and adherence.



Nixon Joseph
Group Director
DEVI Sansthan

