

Child Protection Policy of JAMGHAT

Introduction

Jamghat as an organization places utmost importance on promoting the rights of children, including their right to be protected from harmful influences. The policy outlines what Jamghat will do to keep children safe.

Child Protection Policy – Code of Conduct

- I will treat all children with respect and provide a welcoming, inclusive, non-discriminatory, safe environment for all children and other members of Jamghat.
- I will comply with and observe laws, customs and traditions of the locality and the UNCRC (UN Convention on the Rights of the Child) in which I am working as a representative of Jamghat and Immediately report concerns, allegations or breaches of conduct/rules.
- I will speak with the director/center coordinator if I am involved in any situation which undermines the reputation of Jamghat.
- I will immediately disclose any charges, convictions or offences relating to child abuse/exploitation which has occurred before/occurs during my engagement with Jamghat.
- Ensure children/young people involved in research/activities are well informed of the process and have their caregivers consent.
- I will not Hire/Use children for domestic or other labour which interferes with their time available for education and recreational activities.
- I will not physically, sexually or emotionally abuse, neglect, exploit, shame, humiliate, belittle or degrade a child or young person or expose them to family violence.
- I will not use language that is offensive, discriminatory, demeaning, culturally inappropriate, abusive or of a sexual nature when in the presence of children.
- I will not marry any person who is under the legal age (males 21 years, females 18 years) or act in a sexually provocative manner or engage children in any form of sexual activity.
- I will not use social media to contact, access, solicit or befriend a child or young person involved in Jamghat programs and will not use images of children or young people on personal social media sites which portrays them negatively. When photographing/using photographs of children, I shall do it in a responsible and dignified manner.
- I will not condone and participate with children or young people in behavior which is illegal or abusive.
- I will not spend time with children or young people involved in Jamghat programs and activities outside my recognized, designated work hours unless I live and work in the same community.

1Child protection reporting procedure

[Any person associated with/involved in or aware of any incidents of abuse involving any child/representative]

Step 1 – Any breach of the code of conduct or child protection policy must be reported immediately. Breach here refers to a disclosure/allegation or an observation or concerning behavior from a Jamghat's representative or child.

Step 2 – The child abuse reports should be made to the director or the home coordinator without delay.

Step 3 – Reports must be made verbally or in writing. Information will be shared only with those involved in the decision making process.

Step 4 – The director and the board will make an assessment and appropriate measures would be taken. This may include reporting serious concerns to authorities.

Name: _____

Date: _____

Signature: _____