



CHILD PROTECTION POLICY

1. Purpose

To safeguard children from abuse, neglect, exploitation, and violence, and to ensure a safe and protective environment for every child involved in our programs and services.

2. Scope

This policy applies to:

- All CCSDO staff, volunteers, interns, consultants
- Partners, contractors, visitors, and any individual interacting with children under CCSDO programs

3. Definition of a Child

As per the UNCRC and Indian law, a child is any person under the age of 18 years.

4. Principles

- Zero tolerance for any form of child abuse or exploitation
- The best interest of the child is paramount
- Promote child participation while respecting their dignity and opinions
- Ensure non-discrimination and equal treatment of all children

5. Types of Child Abuse

- Physical abuse: Hitting, shaking, or causing physical harm
- Emotional abuse: Verbal assaults, threats, humiliation
- Sexual abuse: Any sexual activity with a child
- Neglect: Failure to provide basic needs, care, or supervision
- Online abuse: Misuse of digital platforms to harm or exploit

6. Code of Conduct with Children

All personnel must:

- Maintain appropriate boundaries and avoid private one-on-one situations
- Use respectful language and behavior

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- Never engage in physical punishment or sexually suggestive behavior
- Obtain parental/guardian consent before taking photographs or videos
- Immediately report any concern or suspicion of abuse

7. Recruitment & Background Verification

- All staff and volunteers working with children will undergo reference and background checks
- Signing the Child Protection Declaration is mandatory at onboarding

8. Reporting & Response Mechanism

- Any concern, allegation, or suspicion of child abuse must be reported immediately to the Child Protection Officer or designated authority
- A confidential, non-retaliatory process will be followed
- All cases will be handled in line with POCSO Act, 2012 and local child protection laws

9. Awareness & Training

- Regular training will be conducted for staff and volunteers on child rights, safeguarding, and response procedures
- Children will be educated about their rights and protection

10. Policy Review

- This policy shall be reviewed every 2 years or after any serious incident or legal changes

Optional Annexures:

If needed, I can provide:

- ☒ Child Protection Declaration Form
- ☒ Child Abuse Reporting Form
- ☒ Staff/Volunteer Code of Conduct
- ☒ Incident Reporting Format

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