

NOIDA DEAF SOCIETY
Registered office: 469, Sector 29
Noida – 201301, Uttar Pradesh

CHILD PROTECTION POLICY (CPP)

Introduction

Noida Deaf Society (NDS), a registered under the Societies Registration Act, 1860

Working for the deaf children and youths.

The organization provides training deaf children and youths become self reliant. Mothers' literacy and empowerment (social, economic and financial) is critical to educating a child- in organization's initiatives.

In tandem with its vision and commitment and also the fact that the deaf children are often vulnerable to abuse and exploitation; NDS is highly sensitive and accords top priority to protection and safety of children- their right; the United Nations Charter on the Rights of the Child (UNCRC) providing the guiding principle to which India like other nations, is a signatory.

NDS, accordingly, commits to protect its children from exploitation, neglect, sexual and physical abuse and therefore has formulated a Child Protection Policy translating its commitment into practicality. It is intended to keep children safe from possible abuse and exploitation within the organization (Staff members,, Resource Persons), outside (community, Partners, sponsors and

volunteers) they come in contact with during different activities. The policy also is to serve as advocacy to create awareness on child protection in the community and in the family.

This Policy is in compliance with the laws of the country-drawn keeping in view NDS's Mission and Vision and approach on Child Protection.



Definitions

1. A child is defined as any person under the age of 18 years.
2. Child Abuse is defined as all forms of physical abuse, emotional ill treatment, sexual abuse and exploitation, neglect or negligent treatment, commercial or other exploitation of a child and includes any actions that results in actual or potential harm to a child. Child abuse may be a deliberate act or it may be falling in action to prevent harm.
3. Child protection entails safeguarding children from any harm deliberate or otherwise and Policy enunciates responsibilities, measures and activities proposed to be undertaken

Scope - Child Protection Policy (CPP)

The Child Protection Policy applies to everyone working for or associated with NDS -

1. All Staff Members and Resource Persons based in Registered Office, all centers or elsewhere.
2. Other Members- Members of Board, Volunteers-Students, Corporate and community volunteers, contractors and others who may come into contact with the children through NDS.
3. Guests/Visitors- donors, journalist, media, researcher, celebrities etc who may come into contact with the children through NDS.

Implementation guidelines

1. Awareness program
2. Organize regular awareness program on Child Rights to Staff Members, Volunteers, community leaders, field volunteers
3. Impart special training to Project Staff on child protection
4. Program intervention
5. Design interventions with rights-based approach- responding to needs,



sensitizing and empowering children, giving them voice.

6. Making Community advocacy program on child rights and gender issues integral part of all interventions

7. Mobilizing and sensitizing women/ mothers in order to make them and their spouse responsible for well being of children and prevention of exploitation, abuse.

Compliance mechanism -

a. Background verification, past experience and aptitude, interest in education sector and teaching children to be important considerations, in addition to essential and desired qualification of candidates to be eventually recruited – full time or part time. Similar verifications are to be done prior to appointing Teachers/ Trainers, Community volunteers, interns, consultants etc. All persons shall be informed about the Policy.

b. Establish a Child Protection Committee (CPC) in organization consisting of Sr.level staffs and staffs within the deaf Teachers / Trainers as may be recommended by the Founder of NDS.

Under overall supervision of the Founder of the organization, necessary functional activities shall be established -

1. Capacity building of staff members working with children in projects, to effectively deal with and promote rights of children and to help protect from any kind of exploitations and abuse.

2. Monitor staff's performance and conduct to ensure the same is in tandem with philosophy, mission and vision of NDS and also culturally sensitive.

3. All personnel –staff, volunteers, interns, consultants, visitors or anyone else connected with NDS will not spend time alone with a child, nor touch the child inappropriately or make child feel insecure.

4. Children must not only be heard but also encouraged to express their concerns and problems. All staff, volunteers and whoever come into contact with



children must ensure it. However, it must be watched and suitably guided that their interactions are friendly and decent.

5. Children must be weaned away from labour- domestic servant. They must not be employed as domestic worker by staff.

Complaints/ Allegations handling

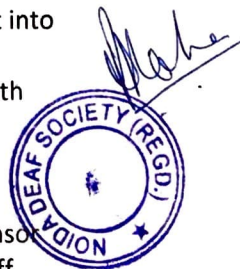
1. Any complain regarding incident of misbehavior with child (abuse) in any program implemented in the target community shall be reported to the Child Protection Committee constituted under NDS - which will, first of all, facilitate medical care to the victim, if need be; subsequently carry out a thorough unbiased investigation or if need be, get First Information Report (FIR) filed and take help from local police for appropriate legal process and actions.

2. NDS shall extend moral support to parents and the victim (child) and if need be; help to file the First Information Report (FIR) at the local police station. NDS has the responsibility of informing the abuse case immediately to the Founder of NDS who will then initiate appropriate legal recourse - dealing the case with due sensitivity and confidentiality.

3. In case the wrongdoer is a staff member or any other person connected with NDS, the matter shall be reported to the Founder, the alleged person put under suspension with immediate effect, initiate appropriate investigations in house or, if need be, through official machineries; the accused person to be reinstated only after being found innocent by investigations done.

4. Child subjected to abuse, more often than not, gets psychologically upset which is very traumatic, leaves deep scar on mind. Often faced with conflicting emotions- confusion, fear, anger, shame, depression- result into lack of confidence, low self-esteem. Such upheaval may have serious repercussions later in life. Understandably, due personal care along with professional, effective counseling is critical and must be provided.

5. NDS shall encourage visits by donors and also sponsors of child's education to projects on receiving prior permission. If requested, Sponsor may be facilitated visit to sponsored child's home accompanied by staff



member of NDS and only with the consent of the family. However, it shall be always insisted that sponsor meet the child in NDS's center.

6. NDS shall ensure that pictures/captions in all literature, documents and IEC materials on children are not offensive, commercializing poverty and miseries.

4. It is committed to keep information about children confidential. Child abuse incidents to be kept as confidential and handled with care and concern.

Ensure Information about any such incident is shared with people only if it is deemed necessary by Child Protection monitoring group and ensure names and identities are not disclosed outside or to the media or to Contractors & Vendors.

NDS shall make Contractors & Vendors aware of its CPP and make them agree to adhere to it.

Child Protection Committee (CPC) - NDS

The reconstituted Child Protection Committee (CPP) at NDS shall have the following Members:

.....

1. Ms. Ruma Roka - Founder
2. Two Sr. level staffs as appointed by the Founder
2. Two from the Deaf Teachers / Trainers nominated by the Founder

A handwritten signature in blue ink is written over a circular blue stamp. The stamp contains the text "NOIDA DEAF SOCIETY (REGD.)" around the perimeter and a small star in the center.

Policy Approved by the Founder

Place : Noida