



CHILD PROTECTION POLICY

OF

Rapid Action For Human Advancement Tradition(RAHAT)



CHILD PROTECTION POLICY-RAHAT

The Managing Committee Meeting of RAHAT held at the organizational premises on 25.3.2013 has approved the Child Protection Policy for the organization and it is applicable from 2013.

The organization-RAHAT aims to create 'child safe environment', both internally and externally, where children are respected, protected, empowered and active in their own protection, and where Staff are skilled, confident, competent and well supported in meeting their protection responsibilities. The organization is committed to promote the rights of children including their right to be protected from harmful influences, abuse and exploitation. It takes active measures to ensure children's rights protection is fully realized. It also acknowledges its expectation that its employees and others who work with RAHAT have children's best interests at the heart of their involvement with RAHAT. The organisation is committed to safeguarding children from any type of harm and makes clear to all in the organisation regarding what is required in relation to the protection of children, and that child abuse in any form is unacceptable.

RAHAT is committed to actively safeguarding children from harm and ensuring children's rights to protection are fully realized. It takes seriously its responsibility to promote child safe practices and protect children from harm, abuse, neglect and exploitation in any form. In addition, the organisation will take positive action to prevent child abusers from becoming involved with RAHAT in any way and take stringent measures against any organisational Managing Committee Members/Staff and/or Associate who abuses a child. Our decisions and actions in response to child protection concerns will be guided by the principle of 'the best interests of the child'.

RAHAT under the Child Protection Policy believes that.....

- A child is defined as any person under the age of 18 years.
- 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 result in actual or potential harm to a child.
- Child abuse may be a deliberate act or it may be failing to act to prevent harm. Child abuse consists of anything which individuals, institutions or processes do or



fail to do, intentionally or unintentionally, which harms a child or damages their prospect of safe and healthy development into adulthood.

- Child Protection, within the scope of this policy, is defined as the responsibilities, measures and activities that Plan undertakes to safeguard children from both intentional and unintentional harm.

In RAHAT, the Child Protection Policy applies to everyone working for or associated with it. It encompasses the whole of Plan and includes without limitation:

The organization RAHAT principally agreed upon to follow the following:

- Never abuse and/or exploit a child or act/ behave in any way that places a child at risk of harm.
- Report any child abuse and protection concerns they have in accordance with applicable local office procedures. This is a mandatory requirement for Staff. Failure to do so may result in disciplinary action.
- Respond to a child who may have been abused or exploited in accordance with applicable local office procedures.
- Cooperate fully and confidentially in any investigation of concerns and allegations.
- Contribute to an environment where children are respected and encouraged to discuss their concerns and rights.

If there has been a breach of the Child Protection Policy of RAHAT, then it will be investigated under this policy by the management. This may result in disciplinary actions and/or result into dismissal of concerned Staff. If a legitimate concern about suspected child abuse is raised, which proves to be unfounded on investigation, no action will be taken against the reporter. However, any employee who makes false and malicious accusations will face disciplinary action.

RAHAT is committed to ensure that its Staff and representatives apply the following:

Staff and Associates are required to bear in mind the principles of the Child Protection Policy and increase their awareness of how their behavior may be perceived both at work and outside work.

The organization is committed to actively safe guarding all children from harm. We stand for safety of all children and their protection from harm, abuse, neglect and exploitation in any form. A child abuser will be boycotted in all our programmes and health activities. Our actions against the child abusers will be in the best of interest for protection of all children as per local procedure.



- We stand by our statement that RAHAT will never abuse or exploit children in its various programmes.
- RAHAT shall participate fully in any investigation leading to child abuse/exploitation.
- It will never accept to be served by children in Motels/hotels/local eateries/trains/buses, shops etc.
- It shall ensure high standard of behaviour towards children either in their business or living in their home.
- It will discourage child labour in any form.
- RAHAT will provide medical to its staff & their children up to 18 years of age benefits
- It promises to promote all round development of the children.

NOTE: Any change or modification in the policy is subject to the decision of the Managing Committee of RAHAT.



(Secretary)
RAHAT,

