

# HANDS

## Child protection Policy

### **HANDS – CHILD PROTECTION POLICY:**

HANDS believe that child protection is crucial to ensuring that children under 18 years of age have the right, confidence and environment in which they can make choices, express their views and communicate effectively with other children and adults. Child Protection Program is a core sector of HANDS in its development works. HANDS utilize a child rights programming framework and keep in mind the cross cutting themes of child participation, non-discrimination and best interests of children.

### **Code of Conduct:**

The code of conduct aim is to provide clear guidance on what we expect of each other as well as providing examples of conduct that will always unacceptable. It is responsibility to all of us to think about to manage our behavior to fit with the values and principles of HANDS expectations set out in the code of conduct. All HANDS staff must sign up to and abide by this code of conduct.

1. To respect the basic rights all humans – regardless of gender, disability, ethnicity, religion, caste, language, HIV status and other aspects of identity.
2. Not to make unreasonable demands, use improper language or insult fellow colleagues.
3. Act fairly, honestly and tactfully and treat people with dignity and respect.
4. Respect the national law and local culture, traditions, customs and practices that are in line with UN conventions.
5. Not take part in any form of discrimination, harassment, or abuse (physical, sexual or verbal), intimidation or exploitation, or in any other way infringe the rights of others.

### **We expect all staff, board Members, Visitors, Volunteers & Others who partner with HANDS**

1. To respect the basic rights all humans – regardless of gender, disability, ethnicity, religion, caste, language, HIV status and other aspects of identity.
2. Not to make unreasonable demands, use improper language or insults fellow colleagues.
3. Act fairly, honestly and tactfully and treat people with dignity and respect.
4. Respect the national law and local culture, traditions and practice that are in line with UN conventions.
5. Note take part in any form of discrimination, harvest, or abuse (Physical, sexual or verbal), Intimidation or exploitation, or I any other way infringe the rights of others.

### **CHILD PROTECTION:**

#### **Staff will not ....**

1. Hit or otherwise physically assault or physically abuse children.
2. Develop physical/sex relationship with children.
3. Develop relationship with children who could in any way be deemed exploitative or abusive.
4. Act in ways that may Use language, make offensive or abusive.

5. Use language, make suggestions or offer advice, which is inappropriate, offensive or abusive.
6. Behave physically in a manner which is inappropriate or sexually proactive.
7. Have a child/Children with whom they are working to stay overnight at their home unsupervised. Sleep in the same room or bed as a child with whom they working.
8. Ask children to do things that they can do themselves.
9. Condone or participate in behavior of children which is illegal, Unsafe and abuse.
10. Act in ways interned to same, humiliate, belittle or degrade children, or otherwise perpetrate any form of emotional abuse.

#### **MANDATE:**

Children, or All staff/Members/Volunteers/Association of HANDS must become acquainted with the requirements of the child protection policy and act in accordance with these. If it comes to light that anyone associated with HANDS commits acts in relation to children – whether within or outside the context of principles and standards contained in this document, the organization will take immediate disciplinary action and any other action which may be appropriate to the circumstances. .This may mean for; **“Disciplinary Action/Dismissal Termination of Agreement/Contact immediately. With due complaint to the concern legal authorities Police/Child welfare committee/Legal service authorities etc,”**

**Please contact the following persons in case of any violations take place at HANDS; Office, Schools, Centers and Communities.**

**Program Management/Board**

**M.Narayana Swamy**

Executive Secretary,

Ph: 9182741433; 9393077222

**HANDS**