

CHILD PROTECTION POLICY at SOL

OBJECTIVES

Principally,

- To uphold the right of each child in the SOL space to be safe from any risk of potential abuse

Operationally,

- To ensure that SOL upholds and advances every child's right to be protected against every conceivable form of physical and non-physical abuse.

The SOL Child Protection Policy is based on the principles of the United Nation's Universal Declaration of the Rights of the Child, - a declaration India signed in November 1999. Signing this makes India answerable to its children in terms of making sure every child is protected from abuse.

"States Parties shall protect the child from all forms of physical or mental violence, injury or abuse, neglect, maltreatment or exploitation, including sexual abuse." (UN Convention on the Rights of the Child (1989), Article 19)

CODE OF CONDUCT FOR SOL TEAM MEMBERS, ART RESOURCE PEOPLE, VOLUNTEERS

1. Ensuring that the welfare and safety of the children is paramount.
2. Respecting the rights, dignity and worth of every child and treating everyone equally, regardless of sex, ethnic origin, religion or ability.
3. Acting as a good role model and maintaining the highest standards of personal conduct.
4. Following the good practice guidelines for volunteers and visitors as stated in the Child Protection Policy to ensure physical, emotional and sexual safety of the children.

GOOD PRACTICE GUIDELINES FOR TEAM MEMBERS, ART RESOURCE PEOPLE, VOLUNTEERS

- Be alert and support the SOL team to protect the children from any physical, emotional or sexual injury or harm.
- Be a good role model – do not smoke, drink alcohol, take drugs, consume paan/ghutka in the presence of the children.
- Be warm, friendly and caring toward the children.
- Wear clothing and shoes that are appropriate for sessions.
- Treat all children equally with respect and dignity.
- Be sensitive to the issues of children who are especially vulnerable.
- Maintain a safe and appropriate distance with the children.

NEVER

- hit or otherwise physically assault or physically abuse children
- develop physical/sexual relationships with children
- develop relationships with children which could in any way be deemed exploitative or abusive
- act in ways that may be abusive or may place a child at risk of abuse
- use language, make suggestions or offer advice which is inappropriate, offensive or abusive
- condone, or participate in, behaviour of children which is illegal, unsafe or abusive
- act in ways intended to shame, humiliate, belittle or degrade children, or otherwise perpetrate any form of emotional abuse
- Play rough physical or sexually provocative games
- Use inappropriate language irrespective of the context
- Reduce child to tears as a form of control
- Do things of a personal nature for children that they can do for themselves
- Discriminate against, show differential treatment, or favour children to the exclusion of others
- Counsel children on a one on one basis.
- Give your phone numbers, email address or postal address to the children. Do not take personal numbers, address of the children.
- Use foul language, inappropriate words, tease, ridicule or humiliate children.
- Punish children. Always report problems and issues to the team members.

ACCOUNTABILITY AND PROCESS FOR TEAM MEMBERS, ART RESOURCE PEOPLE, VOLUNTEERS

Each team member, art resource person and volunteers of SOL is expected to read and adhere to the Good Practice Guidelines and Code of Conduct.

IN CASE OF VIOLATION OF THE CPP GUIDELINES

Following steps should be taken:

1. With immediate effect, "bench" the concerned person – i.e. disallow the person from interacting with children in SOL spaces until the situation is resolved.
2. Communicate the case to the relevant Child Protection/ Gender Inclusion Executive of SOL within 24 hours. The CP/GI Executive Committee which would then
 - a. Conduct a detailed inquiry of the complaint by talking to members present at the site of the alleged violation (within a week of the complaint coming to its attention)
 - b. Talk to the concerned child in an atmosphere where the child does not feel intimidated or constrained. The parents of the child should also be consulted to find out if there have

been any unusual changes in the behaviour of the child at home, as a possible result of the incident.

c. Talk selectively to a few other children in the same group/session, who are, in his/her opinion, capable of expressing themselves without fear

d. Recommend corrective/ punitive action (within a week of the complaint coming to its attention)

e. Ensure that the recommended action is taken (within two weeks of the complaint coming to its attention)

CONCLUDING REMARKS

SOL reaffirms its commitment to ensuring the full participation of children by providing them with safe and joyful spaces for learning. It also commits to fostering strong and healthy relationships between mentors and mentees, supported by strict action against anyone who exploits this relationship in any way.

DECLARATION :

I agree to abide by all the clauses outlined in the Child Protection Policy at Slam Out Loud . Any violation of the same will be a cause for detailed inquiry. I also understand that if found guilty, I can be terminated from the organization without any notice.

Name :

Sign

Date