



CHILD PROTECTION POLICY STATEMENT

Core principles and values

CRIC recognizes respect for children – boys and girls - as an essential principle.

CRIC recognize to have a moral, ethical and even legal responsibility to ensure children's safety and well-being and want to be a safe organization for children. All children have equal rights to protection from abuse, neglect, exploitation and violence, as stipulated in the United Nations Convention on the Rights of the Child (CRC). We recognize that the right of all children have to be protected, regardless of race, gender, religion or socio-economic status, including those with special needs such as children with disabilities. CRIC does not tolerate child abuse, neglect, violence or exploitation in any form. CRIC, and all of its staff, volunteers and representatives, are committed to create a safe environment for children and young people and to prevention their physical, sexual or emotional abuse.

Purpose

The primary goal of CRIC's Child Protection Policy is to ensure that all that we do serves the needs and protects the well-being of children. CRIC recognizes children's right to participation and promotes respect of the views of the child in all our programs pertaining to them. The organization expects all staff to promote the core values of the organization and to uphold the dignity of all beneficiaries, particularly children, by ensuring that the conduct of staff is of the highest standard at all times and by collaborating with all relevant stakeholders to keep children safe from harm.

How we will protect children

- CRIC requires all programmes involving children to establish procedures to protect children. These will be routinely reviewed and monitored, to ensure they are best adapted to the needs of each situation and each context.
- CRIC requires all staff, volunteers, visitors and representatives to sign and abide by the Code of Conduct.

- CRIC will address all allegations of abuse promptly and will provide necessary assistance and support to the victim.
- CRIC will support and accompany partners in the development of child protection policies and procedures.

Scope

These standards apply to all CRIC staff, volunteers, interns, consultants, contractors, advisors, official guests of CRIC and representatives of partner organizations, as well as anyone brought into contact with children while working for or officially travelling on behalf of CRIC.

Consequences

CRIC Staff/representatives: Failure to comply with expected conduct/behaviours will result in disciplinary action up to and including termination.

CODE OF CONDUCT

Staff, volunteers, consultants and partners should always:

- Be aware of situations that may present risks to children and manage these
- Plan and organise their work and workplace so as to minimise risks
- As far as possible be visible in working with children
- Ensure that a culture of openness exists to enable any issues or concerns to be raised and discussed
- Ensure that a sense of accountability exists between staff so that poor practice or potentially abusive behaviour does not go unchallenged
- Talk to children about their contact with staff or others and encourage them to raise any concerns
- Empower children — discuss with them their rights, what is acceptable and unacceptable and what they can do if there is a problem
- Be a positive role model
- Be loving, caring and responsible
- Demonstrate encouragement and motivation

- Show equal treatment between girls and boys
- Try to involve boys and girls much as possible in decision-making. Allow them to make their own decisions, particularly about their own lives

The best way to protect children is to empower them to protect themselves:

- Be good role models of how to be with children both in our homes or working places
- Be sensitive to acts of abuse, and aware of children's concerns and complaints
- Respect children's dignity in homes, workplaces and centres
- Listen carefully to children
- Act on children's concerns, problems immediately
- Act fairly on matters that involve children and adults together
- Play a positive role in safeguarding children and promoting their safety
- Endeavour to provide advice and clear guidance to children. Offer appropriate advice and guidance

Staff / volunteers / consultants should never:

- Spend excessive time alone with children away from others
- Take children to their home, especially when they will be alone with you
- Hit or otherwise physically abuse children
- Develop physical or sexual relationships with children
- Use language, make suggestions or offer advice that is inappropriate, offensive or abusive
- Behave in a manner that is inappropriate
- Have a child / children with whom they are working stay the night at their home unsupervised
- Sleep in the same bed as a child with whom they are working
- Do things for children of a personal nature that they can do for themselves
- Condone or participate in behaviour of children that is illegal, unsafe or abusive
- Act in ways intended to shame, humiliate, belittle or degrade children, or otherwise perpetrate any form of emotional abuse

- Discriminate against, show different treatment or favour particular children to the exclusion of others
- Perpetrate psychological and emotional abuse
- Expose children to pornography
- Expose children to hazardous work
- Stigmatise children
- Exploit children through child labour, sex work and domestic work
- Discriminate between children of different genders
- Neglect children, e.g., not meeting children's needs, not offering adequate care to children
- Infringe children's rights, e.g., to privacy and confidentiality
- Employ children under the age of 18 or those who have not completed their primary school
- Involve children in harmful practices, e.g., female genital mutilation
- Involve children in sexual relationships
- Beat or otherwise assault children