

# PARIVAAR EDUCATION SOCIETY

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## CHILD PROTECTION POLICY

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**Bonogram, Bakhrahat  
Road, Kolkata-700104  
West Bengal, India**

## **Child Protection Policy**

There shall be a Child Protection Committee of the Organization which shall look into all matters pertaining to Child protection and also receive complaints or grievances and address them.

Parivaar Education Society recognizes a person under the age of 18 years to be a Child.

Our Child Protection Policy embodies our commitment to human development and dignity and world free from all forms of exploitation and discrimination where everyone has the opportunity to realise their potential. This Policy note outlines the standards of conduct that shall guide the actions of all our stakeholders with respect to their engagement with children.

All Parivaar Sevavratees (volunteers as well as employed staff of any nature) shall pledge to abide by the following :

1. They shall not speak or act disrespectfully toward a child or a child's family because of the child's socio-economic background, class, gender, religion, ethnic or social origin, property, disability, political or other opinion, or other status.
2. They shall not do anything which has the potential to damage the self-esteem of the child.
3. They shall encourage and respect children's voices and views and listen to children and always act in the best interest of children.
4. They shall encourage children's personal, physical, social, emotional, moral and intellectual development and create an environment which enables such development.
5. No child shall be excluded on the basis of gender, disability, ethnicity, religion or any other criterion.
6. They shall be aware of situations which may present risks to children and try to prevent and manage such situations by planning and organising the work and the workplace, so as to minimise risk of violations of this code.
7. They shall never scold or ridicule a child for raising any issue or concern.
8. They shall make children feel confident and secure and safe in voicing their concerns,
9. They shall be aware of the potential for peer abuse (e.g. children bullying, discriminating against, victimizing or abusing other children) and of high-risk, peer situations (e.g. unsupervised mixing of older and younger children).
10. They shall be aware that adults are always responsible for their behaviour regardless of the child's behaviour.
11. They shall immediately report suspected or alleged abuse by any other employees, regardless of their positions, pursuant to the complaints procedure of this code.

## **Prohibited Conduct**

1. They shall not develop relationships with children which could in any way be deemed exploitative, abusive or inappropriate.
2. They shall not act in ways that may be abusive or may place a child at risk of abuse.
3. They shall not develop or attempt to develop intimate physical contact with children which can be deemed to be seen as of a sexual nature.
4. They shall not take pictures, videos or any other recording (audio, video, pictorial) of children which is not authorized by the Organization's management and which comes without permission or willingness of the child. The use of any such material is strictly prohibited.
5. They shall not agitate, provoke or tease a child.
6. They shall not physically hurt a child, nor verbally abuse — use swear words or threaten, humiliate a child, even to discipline.
7. They shall not use language that is sexual or could be interpreted as being sexual or make any sexual or obscene gestures. They shall not discuss any matters of sexuality even with fellow adults in presence of children.
8. They shall not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate, and also shall not use any language that will mentally or emotionally abuse any child.
9. They shall not invite children to their home or any third places, or bring about meetings without the authorized permission and knowledge of the Organization management.
10. As far as possible they must interact with children at places which are visible and accessible to others too and not in private zones except where designated caregivers attend to a child in specific situations where a child needs to be protected with privacy.

All complaints of any nature shall be addressed in confidentiality to the Head, Child Protection Committee.