



# IIMPACT CHILD PROTECTION POLICY

Effective Date: 1 Jun 2025

## 1. Introduction

IIMPACT is committed to creating and maintaining a safe and protective environment for all children we serve. This policy outlines our principles and procedures to prevent and respond to abuse, neglect, and exploitation in accordance with Indian law and international standards.

## 2. Guiding Principles

- Zero tolerance for child abuse in any form
- Best interests of the child are paramount
- Non-discrimination and inclusion
- Respect for child dignity and participation
- Confidentiality and accountability

## 3. Legal Framework

This policy adheres to:

- Constitution of India
- Protection of Children from Sexual Offences (POCSO) Act, 2012
- Juvenile Justice (Care and Protection of Children) Act, 2015
- UN Convention on the Rights of the Child

## 4. Scope and Applicability

Applies to all IIMPACT staff, teachers, project partners, contractors, volunteers, visitors, and anyone associated with IIMPACT's programs.

## 5. Child Protection Officer (CPO)

A designated Child Protection Officer (CPO) will:

- Receive and act upon complaints
- Maintain records securely
- Ensure implementation and training

## 6. Preventive Measures

- Safe recruitment practices including background checks
- Child protection training at induction and annually thereafter
- Regular risk assessments in program areas

## 7. Code of Conduct

### Do's:

- Treat all children with respect and dignity
- Create inclusive and safe spaces for learning and participation
- Maintain appropriate boundaries and avoid physical punishment
- Report any suspicion or incident of abuse

### Don'ts:

- Engage in physical, verbal, emotional, sexual, or economic abuse
- Use children for personal errands or labour
- Discriminate based on caste, religion, ability, or socioeconomic status
- Use substances or offensive language around children
- Photograph or publish children's information without consent

## 8. Safe Environment Guidelines

- Ensure learning centres are hazard-free
- Supervise use of sharp tools (e.g., scissors)
- Permit only authorised guardians to collect children
- Maintain secure drinking water and sanitation facilities

## 9. Reporting and Response Protocol

- Any incident or suspicion must be reported to the CPO or supervisor immediately
- Confidential written records must be kept
- Internal inquiries will be conducted by a committee
- Criminal matters will be reported to appropriate authorities (e.g., police, CWC)

## 10. Confidentiality and Data Protection

- Maintain confidential records of all children (e.g., Aadhaar, guardian contacts)
- Do not share information with third parties unless in the child's best interest

## 11. Community Sensitisation

- Conduct regular meetings with parents on child rights, abuse prevention, hygiene, and child marriage
- Foster awareness of external threats and social risks

## 12. Declaration of Commitment

All individuals engaged with IIMPACT must sign a written commitment to uphold this policy. Breaches may result in disciplinary or legal action.

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Contact Child Protection Officer (CPO)

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