

Child Rights Protection Policy



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01. Background:

Children are the integral part of every society and no sustainable development is imaginable lagging them behind as they will steer the nation's realm in the future. Bangladesh is a signatory country to the International Convention on the children of the United Nations. In this sense, many non-government organizations (NGOs) have been working for safeguarding the rights and denial of the children alongside the government. Samajik Kallyan Sangstha (SKS) tries its enormous efforts for creating a child friendly environment where all children will develop their physical and physiological growth by flourishing their embedded potential. Contemplating the issues concerned, Samajik Kallyan Sangstha (SKS) has been working to build a happy and prosperous Bangladesh free from hunger and exploitation. Simultaneously, SKS has been implementing child centric development program focusing on addressing challenges and hindrances as well as promoting and safeguarding rights and development from 2003.

This pragmatic child protection policy unequivocally reflects the palpable method and operational mechanism of Samajik Kallyan Sangstha (SKS) to address myriad child abuse and deprivation coupled with fragment violation of child rights. It is a well-devised structure to address the child abusive factors with spontaneous participation of all concerned. It is, therefore, the child protection policy of SKS outlines its fundamental and strong belief that each and every child irrespective of cast, creed, religion, ethnicity and socio-economic spectrum deserves rights from people of all strata of society through establishing a non-discriminatory and exploitation-free congenial environment where children from strata of society will have all abridgements of rights and privileges.

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02. Organization: Samajik Kallyan Sangstha (SKS)

2.1 The United Nations Convention on Children declares that those who are below the 18 years old are children (Clause-1)

2.2 Violation against children:

Violence against children refers to all form of atrocities such as sexual, physical and physiological torture, exploitation, negligence and oppression, rape, molestation, child and bondage labour and early marriage that hinder their potential from flourishing.

03. Objectives of the core of conducts:

Samajik Kallyan Sangstha (SKS) is pledges bound to strictly adhere to the national and International convention on child rights, treaties, charter and others existing laws and regulation and mains these. In this context, SKS never allow, tolerate and patronize child violation in all forms. Simultaneously, SKS expresses its firm believe and determination as well as unequivocal stance that its staff members and beneficiaries along with other relevant stakeholders will always pay utmost importance and values for child right.

04. The code of conducts:

This code conduct will be necessary for the following individuals/organization.

- 4.1 All officials and employees of the organization
- 4.2 All beneficiaries, stakeholders and development partners of the organization
- 4.3 All concerned donors, volunteers and contractures/vendors of the organization

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05 General policy:

The organization is firmly committed to combating all form of violence against children.

The organization is, hereby, declares that if any of its staff resorted to child violence and abuse, it will take punitive and exemplary steps against the accursed staff.

The following measures will be taken:

- 5.1.1 Devising risk handling mechanism
- 5.1.2 Visualizing with children as much as possible
- 5.1.3 Capable of facilitating or presenting any issues amid open discussion/dialogue
- 5.1.4 Holding discussion with children over their rights and entitlement and becoming them capable of addressing their problems

6.0 Special policy:

The organization declares that none of its officials/employees will engage their children in hazardous child work either at individuals or family levels.

7.0 The following steps must be adhered to:

- 7.1 Providing necessary information to the children in terms of safeguarding their rights and interests so long as to they can their groom up properly with adoption and resilience power in a child friendly congenial environment.
- 7.2 Creating opportunity and space for children to express their need-felt demands
- 7.3 Identifying and analysing the nature and gravity of physical and physiological torture of children and providing medical and counselling support as well as rehabilitation follow-up as per organizational capacity. Simultaneously, take necessary measures in compliance with

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organizational service rules for terminating its staff who proved to be the alleged violator of child rights

- 7.4 Making children acquaintance with hazardous works and their adverse effects and learn them different addressing mechanisms
- 7.5 Making children familiar with a child friendly environment where they will learn behavioural attitude, develop awareness coupled with raising voice their in favour of their needs and demands
- 7.6 Generating a environment where children will learn unacceptable behaviour and attitude
- 7.7 Creating a congenial environment where children can mix and play together to flourish their potential
- 7.8 Any suspected incident of violation against will be reported as per the organizational policy
- 7.9 Sensitization and awareness building initiatives will be taken for members of different standing committees on women and child rights of local government entities
- 8.0 Undesirable issues:**
- 8.1 Sending children anywhere without the company of their parents
- 8.2 Resorting to physical repression or torture to children
- 8.3 Developing sexual relation with children
- 8.4 Cheating and fraudulent attitude with children
- 8.5 Depriving children
- 8.6 Using abusive language and ill advice
- 8.7 Showing sexual urge
- 8.8 Night stay with targeted children
- 8.9 Sharing same bed or room with targeted children
- 8.10 Doing any undesirable things
- 8.11 Unlawful security and sexual violence
- 8.12 Showing discriminatory attitude or behaviour
- 8.13 Feeling inferior or neglected and sexual urge

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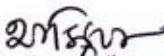
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09. Implementing mechanism of code of conducts:

- 9.1 Every appointment letter and contract papers of the staff will contain the code of conducts of child protection policy
- 9.2 Every agreement with contractor and consultant will have code of conducts of the child protection policy
- 9.3 The Memorandum of Understanding (MoU) with partner organization will contain the code of conducts of child protection policy
- 9.4 Incidents of child rights violation will be recorded and preserved at field based and unit offices and disseminated to the concerned local authority for lodging criminal lawsuit with court
- 9.5 If any staff raises a suspected incident of child rights violation case and proves false and baseless, punitive and disciplinary action will be taken against the staff
- 9.6 If any official brings false and fabricated allegation of child rights violation, he/she will be brought under questioning or interrogation
- 9.7 The organization will snap all sorts of touch and communication with the alleged violator of child rights during the time investigation
- 9.8 The child rights violator will be treated as a suspected person until the case is proved
- 9.9 If any staff member shows any type of undesirable/unwanted behaviour during the time of work, the issue will be discussed with Human Resource Officer and Executive Director and necessary measures will be taken accordingly

10. Monitoring and evaluation of the code of conduct:

- 10.1 The following issues will be monitored and evaluated by the organization:
- 10.2 A five-member Child Rights Protection Committee consisting of Executive Committee members of the organization will be formed
- 10.3 The Child Rights Protection Committee will hold its half yearly meeting every year focusing on whether the code of conducts of child protection


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policy are implemented or not at all spectrum and submit a report to the Executive Director of the organization

- 10.4 The Executive Director will take appropriate measures in light of the report
- 10.5 Yearly evaluation of the code of conducts will be conducted with the coordination and assistance of Child Rights protection Committee

11. Effectiveness:

The code of conducts of the Child Rights Protection Policy was given unanimous approval by the Executive Committee of the organization in its meeting held on January 19th, 2008 and to be effect from 1st February, 2008.

12. Amendment:

The Executive Committee of Samajik Kallyan Sangstha (SKS) deserves right to bring about amendment to its Child Rights Protection Policy in light of its requirement.

13. Conclusion:

Samajik Kallyan Sangstha (SKS) is hopeful of ensuring child rights amid the implementation of its Child Rights Protection Policy.

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