



CHILD PROTECTION POLICY

Preamble

Eunomia Foundation has drafted its Child Protection Policy in line with the National Child Protection Policy issued by the Ministry of Women and Child Development, along with the relevant provisions under the Juvenile Justice (Care and Protection of Children) Act, 2015, and the Rights of Persons with Disabilities Act, 2016.

All individuals working with Eunomia Foundation, in any capacity (full time or part-time employees, consultants or service providers) whose work at the Foundation involves children in any form are required to read the policy carefully and submit the declaration in Annexure 1 info@eunomia.in before embarking on such work.

Important Definitions

1. **Juvenile/Child:** A person who has not completed the eighteenth year of age (as per Section 2(k) of the Juvenile Justice (Care and Protection of Children) Act, 2000 as amended in 2006 and 2015. This conforms with the UNCRC, 1989 (Article 1)).
2. **Physical Abuse:** Subjecting a child to physical injury. This may include slapping, hitting, punching, shaking, kicking, beating or otherwise harming a child in any way physically even when the individual may not have intended to hurt the child (As defined by the Ministry of Women and Child Welfare, Govt of India, in its study on Child Abuse).
3. **Sexual Abuse:** The dominant position of an adult that allows him or her to force or coerce a child into sexual activity. Child sexual abuse is not solely restricted to physical contact; such abuse could include non-contact abuse, such as exposure and child pornography (As per the definition by the American Psychological Association).
4. **Verbal Abuse:** Any kind of irresponsible use of words that hurt the dignity of children would be considered verbal abuse. It refers to the use of words that might leave a lasting negative emotional impact on a child or hurt the child's sensitivity.
5. **Emotional Abuse:** Includes verbal abuse, mental abuse, and psychological maltreatment. This can include associates using extreme and/or forms of punishments threatening or terrorising a child. All forms of abuse invariably result in emotional abuse.



Applicability

Eunomia Foundation has zero tolerance towards child abuse and exploitation. The Child Protection Policy applies to all individuals who are (a) employed in a permanent, contractual, temporary, volunteering or internship capacity and (b) consultants, whether full-time or part-time, at Eunomia Foundation. Employees and consultants will collectively be described in this policy as ‘Team Members’.

Eunomia Foundation will take action against any team member who during their engagement at Eunomia, is found guilty of violating this Policy. Therefore, it is the responsibility of all those connected therewith to comply with this policy.

General guidelines and code of conduct

1. All team members must sign the declaration for child protection and agree to abide by it (Annexure 1).
2. Team members, during the discharge of their duties at Eunomia, shall not discriminate against a child on the basis of race, economic status, culture, age, gender, disability, religion, sexuality, political persuasion, or any other status.
3. All team members must go through the recommended videos ([Child Protection Training Video](#) and [videos by Save the Children](#)) for training themselves on child rights.
4. Before conducting research and/or collecting data regarding children:
 - 4.1. Team members must secure consent from a parent or a guardian. Team members can also secure consent from a person acting in loco parentis i.e. in the capacity of a parent (e.g. a head teacher).
 - 4.2. Team members must secure the prior consent of the child, wherever direct contact with the child is involved.
 - 4.3. Team members must communicate the written and verbal consent of the parents and/or guardians to their team lead.

Registration of Complaints

In instances where you witness the breach of this policy by a team member or witness a breach of the [rights of children](#) by another child in your care, you must report the incident to CHILDLINE 1098 OR police OR Child Welfare Committee, and wait for the appropriate authority for taking action or act on their advice and guidance.



Annexure 1: Declaration by all employees

I, (name and position of the employee), from..... (name of the organisation) hereby declare that:

1. I will not discriminate against any child, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation, or identity;
2. I will not employ any child as defined under Child Labour (prohibition and regulation) Amendment Act, 2016.
3. I will always report any case of child abuse, exploitation, and neglect which comes to my knowledge to the appropriate authority and will not harm or abuse any child physically, emotionally, or sexually.

(Name of the employee)

(Designation) | (Date)