



CHILD PROTECTION POLICY

November 2020

Approved by The Board: 27-11-2020

Passed by Board on 27-11-2020 vide minutes dated 27-11-2020



Shri BDTatti (Annvaru) Memorial Charitable Trust, Tatti Annvaru Nagar, Agasthya Teerth Road, Laxmeshwar, Gadag District- 582116

Email: bdtlrx@gmail.com



Shri B.D. Tatti (A) Memorial Charitable Trust

.....Reach, Unreached

Ref. No.

Date : 27/11/2020

Resolved That The Board Of Trustees Unanimously Approves That Child Protection Policy Of Shri B D Tatti(Annavaru) Memorial Charitable Trust ,Which Was Recently Circulated Personally and Discussed in the Meeting No:124 at 27-11-2020

Board of Trustees Details

Board of Trustees Name & Signature



1. Dr. Siddhalinges J Tatti

Chairman

2. Shri. ManviAndaneshDundappa

Trustee

3. Shri. A. Prabhushankar. C

Trustee

4. Shri. Somanath Mahajanashettar

Hon. Secretary

5. Shri. Anand. S. Tatti

Trustee

Approved by the board

in its meeting on 27-11-2020

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DOCUMENT CONTROL

Version No: 1.0

Passed by Board on (27-11-2020) vide minutes dated (27-11-2020)

Issued by: Somanath Mahajanashettar, "Honorary Secretary"

Effective from 1st April 2021

Effective to: This document is valid for three years from the date of issue, unless modified earlier by a Board resolution. This document can be revalidated as such by the Board by a resolution at the end of three years

Modification procedure: Any changes to this document will again have to be approved by the Board of Trustees before it can be incorporated. All changes will be embedded into a fresh and reissued

Hon. Secretary

(Somanath Mahajanashettar)

Preface

Shri B D Tatti (Annvaru) Memorial Charitable Trust (BDT) is a registered not for profit Trust under the Registered under the Bombay public charitable trust act-1950, registration number is No. A-3443/DWR. All contributions to BDT are exempted from Income Tax u/s 80G of IT Act, 1961. Also Trust registered under FCRA and accepting all foreign donations.

BDT came in to existence since 1994 to serve in disability sector.

BDT's registered office is at Tatti Annvaru Nagar, Agasthya Teerth Road, Laxmeshwar, Gadag District- 582116 , Karnataka ,India

Trustees are:

- | | |
|-----------------------------------|----------------|
| 1. Dr. Siddhalinges J Tatti | Chairman |
| 2. Shri. Manvi Andanesh Dundappa | Trustee |
| 3. Shri. A. Prabhushankar. C | Trustee |
| 4. Shri. Somanath Mahajanashettar | Hon. Secretary |
| 5. Shri. Anand. S. Tatti | Trustee |

Hon. Secretary is

Somanath Mahajanashettar – Hon.secratory

Approved by the board
in its meeting on.....²⁷⁻¹¹⁻²⁰²⁰

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Charitable Trust (R), Laxmeshwar

Charter

The main purpose of the BDT is to ensure rehabilitation in disability sector through both direct and indirect interventions. BDT believes in providing quality and long-term services to its beneficiaries and stakeholders.

To further its objectives, BDT currently engages in the following key programs in disability sector:

- I. Sushravya Pre-primary school for Oral Deaf Education (Mother Care Center)
 - II. Residential school for Children with Hearing Impairment
 - III. Community based rehabilitation program (CBR) for all the age group
 - IV. Rehabilitation Center
 - V. Advocacy
 - VI. Ortho Center
 - VII. Early Intervention and Early Education in Gadag District
 - VIII. Garv -Se- Livelihood Centre
-

I. About Us

SHRI B D TATTI(ANNAVARU)MEMORIAL CHARITABLE TRUST, a non-governmental organization registered under the Bombay Trust Act, was established in the year 1994 Our work for the cause of Shri B D TATTI(ANNAVARU) Memorial Charitable Trust established in 1994 which works for the welfare and development of the person with the disabilities in North Karnataka. BDT was started with the group of socially sensitive individuals who wanted to bring about a positive change in the society.

VISION & MISSION

Vision: -

- Equal opportunities for persons with disability
- Persons with disability are contributing members of society

Mission: -

- Mainstreaming persons with disability in families and society
- Facilitating a barrier free environment and opportunities to them so that they can lead their life in a satisfying and productive manner

II. Purpose of the Document

BDT's child protection policy is to provide a safe and healthy environment for children with disability. BDT values young/adult people with disability and children as a vital part of society and desires to see them grow, mature and be challenged in a healthy and safe environment.

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BDT adhere to the principles of Karnataka State POSCO SOP on the rights of children and The Protection of Children from Sexual Offences Act 2012 (POSCO) and other acts of India which safeguards children from all sorts of abuses.

BDT having its institutional and community approach, reaches vulnerable and socio-economically deprived children with disability. Through its different programs, BDT involved directly and indirectly with children with disability and their well-being. Hence BDT adapts Zero tolerance of child abuse in any form. This policy aims building awareness, provide guidelines, procedures in case of any wrong doings, CPP committee and its role.

BDT fulfils the moral and legal imperatives of protecting children who are under BDT's program and Comply as per the law of the land.

III. Scope of BDT's Child Protection Policy

A. Coverage

- Staff, consultants, interns, volunteers, trustees, advisory and Committee members, caregivers and visitors of BDT
- All beneficiaries, venders and any other stakeholders who will come in touch with BDT's through its programs/intervention and interactions.

B. Definition of Child

Convention on the rights of child (CRC) defines a child as "every human being below the age of eighteen years unless under the law applicable to the child, majority is attained earlier".

BDT treats all persons of the age 0 to 18 as children (Both disabled and non-disabled)

C. Definition of Child Protection

Article 19 of CRC defines protection of child as "protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.

BDT through this policy aims to protect all children within their work area from all forms of abuse by reducing their vulnerability.

D. Child Abuse

WHO defines child abuse as "abuse and neglect that occurs to children under 18 years of age which includes all types of physical and/or emotional ill-treatment, sexual abuse, neglect, negligence and commercial or other exploitation, which results in actual or potential harm to

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the child's health, survival, development or dignity in the context of a relationship of responsibility, trust or power."

Physical Abuse

Any form of physical injury caused by way of striking, punching, kicking, beating, burning, or biting the child, or any action that results in a physical impairment of the child.

Sexual Abuse

It's involving a child in sexual activity where he / she has no ability to give consent

- Using a child for the sexual gratification or satisfy the needs of the other person.
- Inducement of a child to engage in any unlawful sexual activity
- Use of a child in prostitution
- The exploitative use of children in pornographic performances and materials, etc.

Emotional Abuse

It's a failure to provide conducive and supportive environment for the development of a child by injuring the psychological capacity or emotional ability of a child. It is also known as verbal abuse, mental abuse, and psychological maltreatment

- Restriction of movement of child, Scapegoating, Threatening, Scaring, discriminating a child based on race, religion, colour etc. Other non-physical forms of hostile activities.

Neglect

It is a failure mostly by a parent or guardian, teachers and hostel in charge by denying development of child in all spheres.

- It is the failure to provide child's basic needs such as educational, emotional, therapy needs etc.
- Not providing adequate food or clothing, shelter, appropriate medical care, supervision, or proper weather protection & abandonment.
- Failure to provide appropriate schooling or special educational needs, allowing excessive absenteeism.
- Lack of any emotional support and love, never attending to the child.
- Allowing the child to participate in drug and alcohol use.

It is the duty and moral responsibility of all persons falling under the scope of this policy to report any form of child abuse.

IV. Procedures of Child Protection policy

A. Awareness:

BDT's all staff / Consultants/Trustees/Volunteers will undergo thorough training on CPP during their induction into the organization. BDT team will receive similar training at least once a year by CPP committee. All pertinent data / information would be shared with BDT team including any changes / update done to the policy.

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BDT will create awareness on its CPP with all caregivers, external stakeholders who are engaged with BDT. BDT will ensure CPP protocols are adhered during program planning, partnership, recruitment or with any external agency involved for work

BDT will create posters, handbills etc to spread awareness on different forms of child abuse and the ways to prevent it. Names and common contact number / email ID of CPP committee will be displayed at all office spaces of BDT & at external intervention centres.

B. Program Planning:

- BDT will ensure all its programs to have child protection protocols in its trainings, workshops, field visits, get together, exposure visits or any other types of events or activities.
- In all BDT programs where the possibilities of interactions with child & his/her caregiver is high, the policy do restrict BDT representatives not to engage with the child in absence of primary care giver, inappropriate touch of a child, help that is not asked for, any unwanted favours such as sweets, special preference etc, meet a child in secluded places, taking a photo of single child without permission of care taker, showing a pictures/document/videos which exhibit horror, violent etc and don't ask any personal information of the child
- BDT instructs all its representatives while interacting with children or working with children to care them warmly, organise child friendly environment, appropriate child care facilities and listen and address any concern if child express.
- None of the BDT programs to include any program/activity/event which is harmful to children either physically or mentally

C. Recruitment:

- All the advertisements for any position at BDT will clearly specify that we are child friendly environment and adhere to the child protection law of the land.
- Background check on any kind of direct or indirect involvement in any incident related to child abuse of the selected candidates done through the reference provided, prior to issuing appointment letter. During the reference if BDT gets any information or any incident wherein the selected candidate indulged in any incident of child abuse, such candidates will be not issued appointment order.
- All new joiners will be handed over CPP during their induction period to understand and sign the acceptance of adherence.

D. MOUs/Agreements:

All MOUs/ Contracts of BDT will always have a clause on CPP.

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V. CPP Committee and Grievance Management

A. Formation of Child Protection Committee (CPC)

BDT's CPC will have a minimum of 6 members

- One Board Member
- One External Person from NGO (Preferably from Disability NGOs) or Other sector experts in children abuse issue
- One Field staff
- HR person/Manager of the BDT organization
- One senior staff member (Should know sign language)
- One Parent

B. Roles and Responsibilities of CPC

CPC plays a major role in upholding the children safety and their rights. Following are the key roles of the committee

- Meet at least 3 times a year
- Elect one member as its Chair (default will be the CEO, Director, or Chairperson of the organization)
- Receive complaints, manage communication with victim, accused and management. If needed, should interpret in sign language or take the support of the person who know sign language (If the victim is Speech & Hearing Impaired) or braille communication (If the victim is visually impaired).
- Address issues if any reported within stipulated time. (will be addressed within 24 hours after having received the complaint, meeting of CPC will be held within 3 days of having received the complaint)
- Continuously try to improve the child protection policy and practices within the organization
- Create awareness among BDT staff, consultants, interns, external stakeholders, Board members, advisory committee members, partners and other visits
- Maintain the committee meeting minutes in a designated Minutes Book and report all the meeting agendas and discussions of the meeting in the same
- Maintain concerned document in a confidentiality
- Be advocacy agents with external world for betterment of child protection

C. Steps to be followed by the committee during any child abuse Incident

- Receive formal complaint by the Partner/Child/Fellow staff/ Victim from nominated committee member
- Ensure the safety of the victim from future risk
- Respond to the complaint within 8 hours with further notice

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- Validate the complaint (If required, use sign language/braille communication), if the nature of complaint requires an enquiry summon both parties separately within 24 hours
- If the preliminary enquiry proves the faultiness of the BDT representative (Could be the parent, friend of child also), recommend for suspension until the enquiry ends
- Provide enough time for both parties to explain from their end.
- Seek for evidences and ensure fairness without any bias
- Close the full enquiry process with in the maximum limit of 30 days and recommend the next steps to the management based on the findings of the enquiry
- Committee to treat each incident seriously and recommend further steps to curb repetition of such incidents in the organisation.
- Cases that require serious legal interventions (Especially those involving sexual abuse or serious physical harm), seek assistance from Police department.

D. Confidentiality

- Any unfortunate incident happening within the purview of this policy will be dealt sensibly with utmost care protecting the rights and dignity of the abused child.
- Committee also protect all the individual details or incidents from the outside world. Any information collected or heard will be only used for the enquiry purpose only.

E. Tenure of CPP Committee and Chairmen

- Chairmanship will be for a period of one year who can be re-elected with a gap of year
- All members of the committee to rotate on annual basis for the role of Chairmanship, except HR representative
- Committee will have a tenure for three years from the date of its inception and same will be renewed and members either re-elected or new members will be inducted
- One-month notice period is required in case of any committee member decide to resign from the committee
- In case of any member resigning, the Chair has an authority to replace a suitable new member with in the 30 days
- In case if any incident reported against committee members the same rules of the grievance management will apply to committee member
- In case if any incident reported against committee chairmen, BDT board will interfere to take appropriate actions/decisions

VI. Role of Hon. Secretary and The Board.

- Hon. Secretary to facilitate the process of committee formation and seek board resolution for setting up CPP committee

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- Hon. Secretary to provide required operational support for the effective function of the committee
- Hon. Secretary to accept and act as per the recommendation of the committee made on any cases
- Report quarterly to the board either a Nil report or in any complaints received or dealt with
- The role of the board is to pass the resolution for adapting the policy and the committee
- Take decisions in case if the Chairman of the CPP committee indulge in any wrong doings
- Review policy once in 3 years or whenever the new Govt law imposes for any amendment

VII. Details of the BDT's 1st CPP Committee:

- Shri Somanath Mahajanashetter "Hon. Secretary" (Board Member)
- Gangaram P Pawar (Senior Staff)
- Manjappa Itagi (Field Staff)
- Prakash Wali (External Person)
- Praveen Vadakannavar (HR Person)
- Akshatha Ganesh Haravi (Parent)

VIII. Contact Information

Mail ID: bdtlxr@gmail.com

Phone Number: +91 9448309994, 08487-273326

IX. Declaration of Commitment by Concerned BDT Members

I, hereby declare that:

- I have read and understood the "Child Protection Policy" of BDT and I agree to adhere to this policy.
- I will work within the procedure as laid out in the "Child Protection Policy" of BDT.
- I understand that the policy holds good in all the locations where I represent BDT directly or indirectly through disability programs.
- I understand the procedure involved in handling any complaint and I accept to cooperate with committee in case if I am the accused for any child abuse.
- I understand the decision of the committee is the final
- I agree to attend any awareness or training program that BDT organises related to CPP

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Shri B.D. Tatti (Annvaru) Memoria
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