



CHILD SAFE GUARDING POLICY



Mimansha Foundation

**CHILD PROTECTION
IS EVERYBODY'S BUSINESS**



It's mine... and it's yours!

Child Safeguarding Policy Mimansha Foundation

1. Our value and principal

Mimansha Foundation is founded in 14/07/2022, registered under section-8 India's company act-2013, having its registered office at Mohan Bazar, Jharia, Dhanbad Jharkhand-IN, Pin-828119. Since its inception it has been working for the socio-economic empowerment of adolescent girls and women issues.

Under its child safeguarding policy, MF does not allow any partner, supplier, sub-contractor, agent or any individual engaged by the organization to engage in any form of child abuse, maltreatment or poor safeguarding practices. A child is anyone under the age of 18, and all children have equal right to protection regardless of any personal characteristic including their age gender, ability, culture, racial origin, religious believe and sexual identity.

The policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, donors, seconded workers, volunteers, interns, agents, contractors, external consultants, third party representatives, suppliers and business partners. It applies during or outside of working hours, everyday of the year.

2. What is child abuse?

Child abuse consist of anything, which individuals, institutions or processes do or fail to do which directly or indirectly harms children or damage their prospect of a safe and healthy development in adulthood.

This policy covers all forms of child abuse. Mimansha Foundation recognizes five categories of child abuse, which are sexual abuse, physical abuse, emotional abuse, neglect and exploitation. Other sub-categories may be adopted from time to time. The policy also covers any poor safeguarding practices, which results in or creates a risk of child abuse or harm.

Definition of child abuse:

Sexual abuse	Sexual abuse is the involvement of the child in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration or non-penetrative act such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation of abuse including via the
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	internet. Adult male does not solely perpetrate sexual abuse. Women can also commit acts of sexual abuse, as can other children.
Physical abuse	Physical abuse is the non-accidental use of physical force that deliberately or inadvertently cause a risk of/or actual injury to a child. This may include hitting, shaking, throwing, poisoning, burning, or scalding, drowning, suffocating or otherwise causing non accidental physical harm to a child. Physical harm can also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness or temporary, permanent injury or disability of a child.
Emotional abuse	Emotional abuse involves doing harm to a child’s emotional, mental or psychological development. This may occur as an isolated event or on an ongoing basis. Emotional abuse includes but is not limited to any humiliating or degrading treatment e.g. bad name calling, threats, yelling/screaming/cursing, teasing, constant criticism, belittling, persistent shamming etc., failure to meet a child’s emotional needs and rejecting, ignoring, terrorizing, isolating or confining a child.
Child neglect	Child neglect includes but is not limited to failing to provide adequate food, sufficient or seasonally appropriate clothing, and/or shelter. Neglect is also failing to prevent harm, failing to ensure adequate supervision: failing to ensure access to appropriate medical care or treatment or providing inappropriate medical treatment, or failing to provide to provide a safe physical environment e.g. exposure to violence, unsafe programming location, unsafe sleeping practices, releasing a child to an unauthorized adult, access to weapons or harmful objects, failing to child-proof a space that children will occupy. It can be also staffs, partners, contractors, suppliers failing to apply minimum requirements as setout in mandatory procedures.
Child exploitation	Child exploitation is an umbrella term used to describe the abuse of children who are forced, tricked, coerced or trafficked into exploitative activities. For Mimansha Foundation child exploitation includes modern slavery and trafficking. Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantages of an imbalanced of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity. Child sexual exploitation does not always involve physical contact, it can also occur with the use of technology. Within

	organization child sexual abuse and exploitation also includes child early and forced marriage.
Child labor	<p>Child Labor is works that deprives children of their childhood, their potential and their dignity and that is harmful to physical and mental development. It is work that:</p> <ul style="list-style-type: none"> • Is mentally, physically, socially or morally dangerous and harmful to children and, • Interferes with their schooling by • Depriving them of the opportunity to attend school • Obliging them to leave school prematurely or, • Requiring them to attempt to combine school attendance with excessively long and heavy work. <p>If a young person, under the age of 18 is part of an apprenticeship within the statutory law of the country and meet any of the above, this would not be considered by Mimansha Foundation as child labor. However, any supplier, contractor, sub-contractor must inform Mimansha Foundation of the name of any apprentice who will be directly involved in the work.</p> <p>For Mimansha Foundation, it is not acceptable for any staff or representatives to engage anyone under the age of 18 to work as domestic help in their place of work or at home.</p> <p>Child labor may also be form of child slavery is the transfer of a young person under age 18 to another person so that the young person can be exploited.</p>

Zero tolerance: At Mimansha Foundation, we have a culture of Zero tolerance for all forms of abuse and mistreatment, including sexual exploitation and abuse, harassment, intimidation and bullying. This means that every single concern is fully responded to and where necessary prompt action, including conducting an investigation and taking disciplinary action, if applicable. It means that we hold our people to account against the same standards and subject them to the same processes, as everyone else regardless of their position or reputation within organization.

Child abuse and exploitation is a violation of fundamental child and human rights. It may also be a criminal act. Mimansha Foundation has a zero-tolerance approach when it comes taking action to protecting children from all forms of exploitation and abuse. We are committed to acting ethically and with integrity in all our business dealing and relationships and to implementing and enforcing effective systems and controls to ensure child exploitation and abuse is not taking place anywhere in our own business or in any of our supply chain or partnership.

Mimansha Foundation is also committed to ensuring there is transparency in our own business and in our approach to preventing and responding to any child safeguarding violation throughout our supply chain and relationships with third parties, consistent with our national and international disclosure obligations, and shall comply with all applicable laws, statutes, regulations and codes from time to time in force.

Key legal framework under Indian Constitution:

- POSCO Act, 2012(Protection of Children from Sexual Offence): A comprehensive law against sexual abuse and exploitation, ensuring child sensitive procedures.
- Juvenile Justice (Care and Protection of Children) Act-2015(JJ Act): Focuses on the care, protection, and rehabilitation of children in need, emphasizing child friendly justice.
- Child Labor (Prohibition and Regulation) Amendment Act-2016: Prohibits child labor below 14 years and regulates adolescent work, prioritizing education.
- Right to Education RTE Act-2009: Guarantees free, compulsory education for 6-14 Years old, creating safe learning environment.
- Constitution of India: Article 15(3) and 39 ensure that the state makes special provisions for children, protecting them from abuse, abandonment and ensuring healthy development.

What is safeguarding means in practice:

- Respecting children needs and privacy.
- Being visible and avoiding schedule situations with children.
- Using positive communication and non-violent methods.
- Educating children about their rights and potential abuse.
- Immediate reporting of any suspected abuse or welfare concerns.

3. Our approach to preventing the abuse and exploitation of children

Mimansha Foundation is committed to preventing child abuse and exploitation including through the following means:

Awareness: Ensuring that all staffs, representatives and third parties connected to the organization are aware of the high standards of behavior and conduct expected of them to protect children from any form of abuse and exploitation in their private and working lives.

Prevention: Ensuring through awareness and good practice, that staff and those who work with the organization minimize the risk of any form of child abuse and exploitation, including

but by no means limited to conducting relevant vetting and background checks of staffs as part of their recruitment process.

Reporting: Ensuring that all staff and those who work with the organization are clear on what steps to take where suspicions or concerns arise regarding allegations of child abuse or exploitation.

Responding: Ensuring that immediate action is taken to identify and address reports of child abuse and exploitation, and to ensure the safety and well being of the child/ren involved.

To identify incidents of child abuse, exploitation, and poor safeguarding practice the following are examples of prohibited behavior and practices, which are not tolerated by the organization.

- a) Physically, sexually, or emotionally harming or threatening to harm a child. This includes beating them or any other form of physical and humiliating discipline.
- b) Engaging in any form of sexual activity with anyone under the age of 18, regardless of age of consent or custom locally.
- c) Exchanging money, employment, goods and services for sex, including sexual favor, or other forms of humiliating, degrading or exploitive behaviors. This includes exchange of assistance that is due to beneficiaries and their families.
- d) Sending private messages to children you have met through organization, for example messaging on social media or by mobile phone.
- e) Engage anyone under the age of 18 in exploitative or harmful labor.
- f) Employee engaging in commercial exploitation of children.
- g) Causing the death of or seriously injuring a child due to reckless or careless driving.
- h) Failing to ensure the required health and safety at construction or other sites where services are being provided and work implemented on behalf of the organization.
- i) Failing to follow the law or required procedures and regulations which result in the death or harm of a child.

4. The commitment we expect from the partners

Mimansha Foundation expects the same high standards from all of our partners, contractors, suppliers and all third parties working with or for the organization, including taking the measures to prohibits their staffs and representatives from engaging in any child sexual exploitation, sexual abuse, or any other form of abuse or exploitation in their working and personal lives.

- a) Partners must have a zero-tolerance policy on child abuse and exploitation and take all measures available to you to prevent and respond to actual, attempted, or threatened form of child abuse and exploitation involving Mimansha Foundation's staffs or representatives, or your organizations employees or representatives that

arises during performance of the terms and conditions of the signed agreements with Mimansha Foundation.

- b) Partners must ensure that your staff members and those working under your control are fully aware of this policy and encourage them to report incidents of suspected or actual child abuse involving organization's staffs or representatives.
- c) Partners must immediately report any suspicion of child abuse or exploitation occurring within the organization. Your organization and the organization you work with, that arises during the performance of the terms of the agreement with Mimansha Foundation. Failure to report will be treated as serious and may result in termination of any agreement with Mimansha Foundation.
- d) Mimansha Foundation expected from the partners to cooperate in any investigations of concerns reported and keep updated with the concerning authority.

Mimansha Foundation duly approve the above policy regarding child safeguarding at work place and same has been signed and stamped under the authority of the organization. This has been affected and regulated within the organization and its associated partners with effect from

Signature

Name:

Designation:

Signature

Name:

Designation: