



Child Protection Policy

Mahila Mandal Barmer Agor

Indira Colony, Near New Power House, Barmer, Rajasthan-344001

Website: www.mmbarajasthan.org.in, Email: mmbarajasthan@gmail.com, mmba.skill@gmail.com,

Contact No. +91-9414107446, 9680309286

1. Introduction

Mahila Mandal Barmer Agor is a grass roots organization working in Barmer, Jaisalmer, Jalor, Jodhpur, Nagor, Pali, Sirohi & Ajmer district since 1985, registered under Societies Registration Act 1958 in Barmer of Rajasthan. It's focus of development are Persons with Disabilities, Skill Development, Road Safety, Women Empowerment, Livelihood, Gender equality, Education & literacy, Health & Hygiene, Water and Sanitation and Agriculture and Dairy. We work for Disadvantaged, Backward, Exploited, Poor, Isolated and Minorities.

Vision

"To establish a society with equal rights for men and women"

Mission

"To bring Consciousness, Awareness and uplift villagers, Person with Disabilities & minorities on their fundamental rights through education, peoples support and participation and organization's efforts."

Strategy

"Promoting to all especially for Feminine, Person with Disabilities and to provide them basic rights, to eliminate social evils from root like exploitation, killing infant girl, Early & unmatched marriage through organisation's effort and people's support".

The main objectives

- To improve the social, political, educational, Economic condition of deprived, Person with disabilities and minorities.
- To fight against the social evil prevalent in the society.
- To generate awareness on basic rights of minorities.
- To work against exploitation of girls and Person with Disabilities in the community.
- To create awareness for protection of Water resources.
- To strengthen the Panchayati Raj System for developmental activities.
- To create income generation activities for Women.
- To support villagers for betterment of education especially for girls and vulnerable.

Thematic area of intervention

- Persons with Disabilities
- Skill development
- Road Safety
- Livelihoods
- Women Empowerment
- Education and Literacy
- Health and Hygiene
- Water and Sanitation
- Disaster Response
- Agriculture and Dairy

2. Definitions

- A child is defined as any person under the age of 18 years.
- Child Abuse is defined as all forms of physical abuse, emotional ill treatment, sexual abuse and exploitation, neglect or negligent treatment, commercial or other exploitation of a child and includes any actions that results in actual or potential harm to a child. Child abuse may be a deliberate act or it may be falling in action to prevent harm.
- Child protection entails safeguarding children from any harm deliberate or otherwise and Policy enunciates responsibilities, measures and activities proposed to be undertaken

3. Scope

The Child Protection Policy applies to everyone working for or associated with Mahila Mandal Barmer Agor

- All Staff Members and Resource Persons based in Head Office, Project offices in field areas or elsewhere.
- Other Members- Members of Board, Volunteers-Students, Corporate and community volunteers, contractors and others who may come into contact with the children through organization
- Guests/Visitors- donors, journalist, media, researcher, celebrities etc who may come into contact with the children through organization

4. Implementation guidelines

Awareness program

- Organize regular awareness program on Child Rights to Staff Members, Volunteers, community leaders, field volunteers
- Impart special training to Project Staff on child protection

Program intervention

- Design interventions with rights-based approach- responding to needs, sensitizing and empowering children, giving them voice
- Making Community advocacy program on child rights and gender issues integral part of all interventions

- Mobilizing and sensitizing women/ mothers in order to make them and their spouse responsible for well being of children and prevention of exploitation, abuse

Compliance mechanism

- Background verification, past experience and aptitude, interest in education sector and teaching children to be important considerations, in addition to essential and desired qualification of candidates to be eventually recruited – full time or part time. Similar verifications are to be done prior to appointing teachers, Community volunteers, interns, consultants etc. All persons shall be informed about child protection policy
- Establish a Child Protection Committee (CPC) in organization consisting of Sr. Program Manager, Program Manager/Officer, Campaigns and Advocacy Officer, Members from Community (parents) and youths under overall supervision of the President of the organization. Necessary functional linkages with local MLA, Police and Hospital shall be established.
- Capacity building of staff members working with children in projects, to effectively deal with and promote rights of children and to help protect from any kind of exploitations and abuse.
- Monitor staff's performance and conduct to ensure the same is in tandem with philosophy, mission and vision of MMBA and also culturally sensitive.
- All personnel –staff, volunteers, interns, consultants, visitors or anyone else-connected with MMBA will not spend time alone with a child, nor touch the child inappropriately or make child feel insecure.
- Children must not only be heard but also encouraged to voice their concerns and problems. All staff, volunteers and whoever come into contact with children must ensure it. However, it must be watched and suitably guided that their interactions are friendly and decent.
- Children must be weaned away from labor- domestic servant. They must not be employed as domestic worker by staff

Complaints/ Allegations handling

- Any complain regarding incident of misbehavior with child (abuse) in any program implemented in the target community shall be reported to the Child Protection Committee constituted under MMBA- which will, first of all, facilitate medical care

to the victim, if need be; subsequently carry out a thorough unbiased investigation or if need be, get First Information Report (FIR) filed and take help from local police for appropriate legal process and actions.

- Child Protection Committee members of MMBA shall extend moral support to parents and the victim (child) and if need be; help to file the First Information Report (FIR) at the local police station. CPC has the responsibility of informing the abuse case immediately to the President of MMBA who will then initiate appropriate legal recourse - dealing the case with due sensitivity and confidentiality.
- In case the wrongdoer is a staff member or any other person connected with MMBA, the matter shall be reported to the Child Protection Committee (CPC) constituted, the alleged person put under suspension with immediate effect, initiate appropriate investigations in house or, if need be, through official machineries; the accused person to be reinstated only after being found innocent by investigations done.
- Child subjected to abuse, more often than not, gets psychologically upset which is very traumatic, leaves deep scar on mind. Often faces conflicting emotions- confusion, fear, anger, shame, depression- result into lack of confidence, low self-esteem. Such upheaval may have serious repercussions later in life. Understandably, due personal care along with professional, effective counseling is critical and must be provided.
- Often, there is request received by MMBA for sponsorship of child's education. It is to be ensured that no inappropriate requests are encouraged from the sponsor and entertained both at organization's level and the same in correspondences from sponsor to the sponsored child.

Policy issues

- It will be networking and collaborate with likeminded individuals and institutions for sharing knowledge and experiences (best practices); and support advocacy campaigns on child protection, development and promote children's participation.
- MMBA shall ensure that pictures/captions in all literature, documents and IEC materials on children are not offensive, commercializing poverty and miseries.
- It is committed to keep information about children confidential. Child abuse incidents to be kept as confidential and handled with care and concern. Ensure Information about any such incident is shared with people only if it is deemed

necessary by Child Protection monitoring group and ensure names and identities are not disclosed outside or to the media.

Contractors & Vendors

- MMBA shall make Contractors & Vendors aware of its Child protection policy and make them agree to adhere to it.

Child Protection Committee

The reconstituted Child Protection Committee at Mahila Mandal Barmer Agor shall have the following Members

Mrs. Sarana Akhtar (President) - Chairman

Mr. Adil Khan (Managing Director) - Nodal Officer

Ms. Chanda Fulwariya (Community Mobilizer) - Member

Community representative (Parent- Male) - Member

Community representative (Parent- Female) - Member

Mr. Madan Lal (Community Engagement) - Member