



MOB RURAL HEALTH CENTRE, MANDYA

CHILD PROTECTION POLICY OF MOB

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I.Preamble

MOB Rural Health Centre is a Non Governmental Organization run by a group of committed women. It had a simple beginning at Srirangapatna in 1992 following the request of Dr. Hema Reddy, then Joint Director of Health and Leprosy in Karnataka State. It is a society registered under Karnataka Society Registration Act 1960, whose founding director was Sr. Leela Cheenothuvattukulam who dedicated her life for the cause of poor and marginalized of the society. The main office of MOB RHC is situated in the premises of the Government Medical College, Mandya. It was started for the leprosy eradication program, understanding the felt needs of the society, from 1998 MOB RHC expanded its services to other areas like awareness program on HIV/AIDS, empowerment of Women, Children, Community Based Rehabilitation of the differently able, Ulcer care centre and destitute home.

2. Organization Vision, Mission and core values:

- A) **Vision:** Our vision is to promote equal opportunities for women, differently abled and destitute men that will enable them to be self-reliant and to be integral part of main stream society.



B) Mission:

- To enhance livelihood opportunities for women from marginalized society
- To protect marginalized women from social, cultural and economic exploitation
- To empower persons with disability to enjoy their rights and entitlements
- Promote leadership and federations of persons with disabilities
- To ensure dignified and respectful ending of life for destitute at their end of life
- To provide homely atmosphere to destitute for their holistic development.

Programme Planning

Guiding Principles

- Children are the future citizens and right-holders thus the dignity, Liberty and freedom of every child must be respected.
- The best interests of the child must remain in focus in all matters that affect or concern the child.
- Children have the right to freedom of expression.



- Children have the right to participate in decisions concerning themselves.
- A child's right to privacy and confidentiality must be respected within an overall consciousness and awareness of child protection requirements.
- Zero tolerance of any form of abuse of any child whether direct or indirect.
- Child protection is the responsibility of all.

The scope of Child Protection Policy in MOB

This policy applies to:

- MOB board members, staff, consultants, volunteers;
- To include all vendors, sponsors, stake holders, volunteers, funding agencies, suppliers of MOB

Behaviour protocol and Code of Conduct:

Acceptable behaviour and Not-acceptable behaviour of our Organization (Staff members, volunteers, visitors and consultants) while dealing with the Children:



Sl. No	Acceptable Behaviour Of Organization	Unacceptable Behaviour Of Organization
1	Respect the dignity of each child	Single out children, Spend excessive time alone with children away from others
2	Gets prior written permission from concerned authority regarding purpose of visit before interacting with children.	Asking children personal questions regarding their status which embarrass them.
3	Empathize with children rather than sympathize	Take children to their home, or to isolated places
4	Be wary of physical contact. Physical contact with children must be appropriate to the age and circumstances.	Give gifts directly to any child, behave in a manner that is inappropriate or sexually provocative
5	Interact with children only in the presence of relevant staff who will facilitate and monitor the process, with permission and according to the child's convenience.	Using offensive or slang language in the vicinity of children or permitting physical punishments and abuse.
6	Take informed consent of children and concerned authority before taking and using information from children.	Taking the photographs of children, develop physical or sexual relationships with children or any client
7	Wear clothes that are appropriate, keeping in mind local context in which the children live.	Visiting the places of their stay without being accompanied by the staff.



Child Protection in Outside Programmes:

Child protection violation: Outlined below is a reporting and response framework for any alleged, witnessed, or suspected child protection violation,

- Report the matter directly in writing to the Child Protection Committee of the organization who will address the issue with the Management Team of the organization;
- Report the matter to the team leader/coordinator. The team leader/coordinator must inform the matter to the Child Protection Committee who will address the matter with the Management Team of the organization;
- There should be mandatory reporting of protection violations within the organization - anybody coming across child protection violation must report it;
- The Management Team of the MOB RHC will investigate the matter and take appropriate action; the suspect is to be suspended immediately from the position serving in MOB RHC.



- While the matter is under investigation the individual who is suspected of having committed a child protection violation must be removed from direct contact with children;
- The issue would be addressed and brought to closure within a month of having been reported;
- Any alarming or inappropriate behaviour of a staff member and any action taken against the person must be noted in his/her personal record;
- In case of a child's going to the excursions, camps and any other outdoor activities we take their personal details and make sure that male and female have separate rooms and even monitoring teachers/lectures and any other designations.
- Issue the specific ID cards for the children
- If the abuse falls under IPC – Indian Penal Code or any other relevant law, First Information Report be filed with the local police by the Child Protection Committee of MOB RHC.



Communications about Children and Photographs:

- Intension should be explained to the child and parents.
- Before taking the picture in the specific cases please ensure the parents and children that it will not be misused for any other purpose
- 3 to 5 photos should be the limitations.

Inclusiveness

We are committed to engaging, supporting and recognizing the values of all members of society, regardless of race, religion, gender, nationality, ethnicity, age, physical or mental ability, socio economic status and geography.

Integrity

We are unflinchingly honest and transparent in all our work. We deliver what we promise.

Collaboration

We realise that our success is built on creating and nurturing relationships with value aligned partners. Collaboration is at the core of



what we do and we strive to create open and safe platforms for collaboration.

Effectiveness

We value efficiency and excellence in our work, constantly challenging ourselves to perform better, explore new opportunities and meet and exceed programme targets and to improve and deepen the impact of our interventions.

Innovation

We are tireless in our quest to find, develop and nurture innovations that help improve the effectiveness of the work we do.

Allegation/Incident Management Plan:

Physical Abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces illness in a child.

Emotional Abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are



worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or ‘making fun’ of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's development capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill treatment of another. It may involve serious bullying (including cyber-bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of ill treatment to a child, though it may occur alone.

Sexual Abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may include non-contact activities, such as involving children in looking at, or in the production of, sexual



images or watching sexual activities, or encouraging children to behave in sexually inappropriate ways, or grooming of a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Once a child is born, neglect may involve a parent or caregiver failing to:

- provide adequate food, clothing and shelter (including exclusion from home or abandonment)
- protect a child from physical and emotional harm or danger
- ensure adequate supervision (including the use of inadequate caregivers)
- ensure access to appropriate medical care or treatment
- It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.



Review of this Policy:

This Policy will be reviewed every three years by MOB upon review, changes in the Policy will be intimated to all organizations and persons who come within the scope of the policy and compliance with these changes would also be mandatory.

Rights of Children as per CRC:

a) Vision: MOB RHC aims to create a ‘child safe’ environment both internally and externally for children with or without disability/male/female, where all children are respected, empowered and active in their own protection and where Staff are skilled competent and well supported in meeting their protection responsibilities. This Child Protection Policy intent that our commitment to safeguard children from harm.

b) Statement: MOB, RHC is committed to actively safeguarding children from harm and ensuring children’s rights to protection are fully realised. We take seriously our responsibility to promote child safe practises and will take positive action to prevent child abusers. Our decisions and actions in response to child protection concerns will be guided by the principles of the ‘best interest of the child’.



c) Definitions under the Child Protection Policy

A child is defined as any person under the age of 18 years.

D) 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 result in actually or potential harm to a child.

E) Child Protection within the scope of this policy is defined as the responsibilities, measures and activities that MOB undertakes to safeguard children from both intentional and unintentional harm.

CONFIDENTIALITY:

Privacy and Confidentiality- Disclosure of any information regarding the child shall be done provided permission of the competent authority/guardian/custodian is taken for the same and such disclosure is in the best interest of the child.

1. THE REVIEW OF THIS POLICY:

Yearly Child Protection Policy will be reviewed in the board meeting and if any need of policy changes is required then it will be



decided in the board meeting. With approval from the Board policy will be updated and approved.

COMMITTEE AND ITS FUNCTION:

- This child protection policy articulates MOB RHC aspiration and commitment to practicing the highest level of child protection in its operations. MOB RHC and the partner organizations take a proactive stance in laying out a set of operational guidelines that would be incorporated into all process and functions of the network. These guidelines have been developed through a consultative process between Child, their parents and staffs of the organization of MOB RHC network.
- Child Protection Committee will be formed in MOB RHC Board consists of:
 1. One board member
 2. One external person from NGO/Govt
 3. One staff from the field
 4. Operations manager from HR
 5. Two senior staff members



- Rules of the Committee
 - The term of the committee is 3 years and then it is revised.
 - One among them is elected as chairperson.
 - One among them is redresser officer.
 - Committee conducts minimum 3 meetings in a year.
 - Awareness generation activities are done annually twice.
 - Responds to any complaint received regarding child abuse.
 - Executes hearings and actions and conclude cases – if any.
 - Reports to board on programmes and cases reported and action taken – if any or nil report

List of Committee members

1. Sr. Liza Jacob - Executive Board Member
2. Cheluvvaraju – Lecturer
3. Sr. Annie – Administrative Manager
4. Bharath N- Operation Manager
5. Balaraju MR - Programe coordinator
6. Suresh – Program Coordinator



Signature of the Board Members:

Date: 29/12/2019

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