



Child Protection Policy

Riddhi Siddhi Krushi va Gramin Shaikshanik samajik Sanstha

1. Introduction

Riddhi Siddhi Sanstha is committed to safeguarding the rights, dignity, and well-being of children. Our organization recognizes the vulnerability of children to various forms of exploitation, abuse, and neglect, including child sexual abuse, child trafficking, and child marriage. Through this policy, we aim to ensure a safe and secure environment where children can thrive without fear or harm.

Children represent the foundation of our society, and their protection is crucial for a just and equitable world. Our organization works with communities, stakeholders, law enforcement agencies, and government bodies to create a child-friendly atmosphere where their rights are protected. This policy is designed to prevent, identify, and respond to cases of abuse while providing appropriate interventions and support mechanisms.

Our approach is based on national and international child protection frameworks, emphasizing the principles outlined in the United Nations Convention on the Rights of the Child (UNCRC). Through continuous awareness, training, and collaboration, we are committed to upholding the highest standards of child protection in all our programs and activities. This policy serves as a guiding document for all staff, volunteers, and stakeholders associated with Riddhi Siddhi Sanstha.

2. Purpose of This Document

The purpose of this document is to:

1. Establish clear guidelines for preventing and addressing child abuse, exploitation, and neglect.
2. Provide a framework for creating a safe and secure environment for children.
3. Ensure that all individuals associated with the organization understand their roles in child protection.
4. Promote awareness and capacity-building among staff, volunteers, and communities on child rights.
5. Facilitate effective response mechanisms for reporting and addressing child protection concerns.
6. Align organizational policies with national and international child protection laws and best practices.

3. Definitions Under the Child Protection Policy

1. **Child:** Any person under the age of 18, as per national and international legal frameworks.
2. **Child Abuse:** Any form of physical, emotional, sexual abuse, or neglect that harms a child's well-being.
3. **Child Exploitation:** The use of children for personal or commercial gain, including forced labor and trafficking.
4. **Child Marriage:** The formal or informal union of a child under 18, violating their rights and development.
5. **CSAM (Child Sexual Abuse Material) and Cybercrime Against Children:** protection of children against Cybercrime against children, particularly the creation, distribution, and possession of **Child Sexual Abuse Material (CSAM)**, is a grave issue globally.

4. Scope of Child Protection Policy

Riddhi Siddhi Sanstha is committed to ensuring the safety, dignity, and privacy of children and their caregivers. This guideline outlines measures to protect the image rights and personal information of children and caregivers in all our programs, projects, and communications.

This policy applies to:

1. All employees, volunteers, consultants, and representatives of Riddhi Siddhi Sanstha.:
 - Treat children with respect, dignity, and equality at all times.
 - Avoid any inappropriate physical, verbal, or emotional behavior toward children.
 - Report any suspicion or knowledge of child abuse, exploitation, or harm immediately.
2. Partner organizations, donors, and stakeholders working with children under our programs.
 - **Consent Requirement:** Prior informed consent from parents or legal guardians must be obtained before capturing, using, or sharing images, videos, or personal information of children.
 - **Ethical Use:** Images of children must be used in a dignified manner, avoiding any depiction that could be exploitative or misrepresentative.
 - **Anonymity:** Personal information such as full names, addresses, and contact details should never be disclosed publicly.
 - **Storage and Security:** Digital and printed materials containing children's images or personal data should be securely stored and accessed only by authorized personnel.
 - **Social Media and Public Dissemination:** Employees and stakeholders must ensure that any content shared online adheres to this policy and does not compromise the child's safety or dignity.
3. **All activities, projects, and events involving children.**
 - Any breach of this policy should be reported to the designated Child Safeguarding Officer immediately.
 - Violation of these guidelines may result in disciplinary action, including termination of employment or partnership agreements.
 - Online and offline interactions with children facilitated by the organization.
 - Cases of suspected or reported child abuse, regardless of location.
4. **Monitoring and Compliance**
 - Regular training and awareness sessions will be conducted to ensure compliance with child protection policies.
 - Periodic audits and reviews will be carried out to assess the effectiveness of these guidelines.

5. Code of Conduct

All individuals associated with Riddhi Siddhi Sanstha must follow the Key Principles of Child Safeguarding: -

1. **Respect and Dignity:** Always treat children with respect, dignity, and equality, ensuring that their rights, identity, and individuality are acknowledged and protected in all interactions.

2. **Appropriate Conduct:** Avoid any form of inappropriate physical, verbal, or emotional behaviour towards children, including harassment, discrimination, or abuse, ensuring a safe and supportive environment at all times.
3. **Mandatory Reporting:** Immediately report any suspicion, incident, or knowledge of child abuse, exploitation, or harm to the designated authority or child protection officer, ensuring timely and appropriate action to safeguard the child's well-being.

6. Rules for Reporting/Responding to Misconduct/Associates

1. Any suspected or actual misconduct must be reported to the designated Child Protection Officer immediately.
2. Reports should be documented in a confidential manner to ensure the safety of all involved parties.
3. Investigations must be conducted promptly and fairly, with due diligence.
4. Any individual found guilty of misconduct will face disciplinary action, including termination and legal consequences.
5. Victims of misconduct will be provided with necessary support, including counseling and legal assistance.

7. Protection of Image Rights and Personal Information of the Child and the Caregivers

We as an organization aims to ensure the privacy, dignity, and security of children and their caregivers by outlining ethical and legal considerations for handling personal information, images, and media representation. This applies to all staff, volunteers, partners, and third parties working directly or indirectly with children.

1. Informed Consent and Ethical Use

- Obtain **written consent** from parents or legal guardians before capturing, using, or sharing any **photographs, videos, or personal stories** of children.
- Children who are of an appropriate age and maturity level should also be consulted before their images or information are shared.
- Clearly explain the **intended use** of images and information to caregivers and children.

2. Responsible Use of Media and Digital Content

- Ensure that published **images and videos** do not expose children to risks such as **exploitation, stigmatization, or misuse**.
- Avoid **sharing identifiable details**, such as full names, home addresses, school locations, or any information that may compromise child safety.
- Use **blurred faces, pseudonyms, or general descriptions** when necessary to protect identities.

3. Data Protection and Privacy Compliance

- Adhere to **child protection laws and data privacy regulations**, ensuring compliance with relevant national and international standards.
- Personal data of children and caregivers must be **securely stored**, accessed only by authorized personnel, and **not shared with third parties** without explicit consent.
- Implement **strict access control measures** to prevent unauthorized data exposure.

4. Ethical Storytelling and Public Representation

- Ensure that children are represented with **dignity and respect** in all reports, publications, advocacy materials, and media.
- Avoid portraying children in **helpless or victimized positions**; instead, highlight their **resilience, strength, and positive contributions**.
- Any content used should **align with the best interests of the child** and not be misleading or exaggerated.

5. Monitoring, Training, and Accountability

- Conduct **regular training** for staff and partners on child safeguarding principles and ethical media use.
- Implement a **reporting mechanism** where concerns regarding misuse of images or information can be addressed promptly.
- Violations of these guidelines may lead to **disciplinary action, termination of agreements, or legal consequences**, as appropriate.

8. Personal Conduct Outside Work

1. Employees and associates must maintain ethical behavior in personal and professional settings.
2. Any misconduct outside the workplace that affects a child's well-being or the organization's reputation will result in disciplinary action.
3. Personal interactions with children outside work-related activities should be limited and conducted ethically.
4. Any engagement with children outside work should be reported to the organization to ensure transparency and accountability.

9. Mental Health Support

Riddhi Siddhi Sanstha is committed to supporting the mental health and well-being of children affected by abuse, trauma, and exploitation. The organization provides:

1. Access to trained counselors and psychologists for children in need of emotional and psychological support.
2. Awareness programs and mental health workshops to educate children, caregivers, and community members.
3. Confidential and child-friendly spaces where children can express their emotions and receive necessary guidance.
4. Emergency intervention services for children facing immediate mental health crises.

10. Declaration

1. All employees, volunteers, and associates must sign a declaration agreeing to abide by this policy.
2. Failure to adhere to this policy will result in appropriate disciplinary actions.
3. Riddhi Siddhi Sanstha is committed to reviewing and strengthening this policy regularly to ensure its effectiveness.

11. Reporting & Response Mechanism

11.1 Reporting Procedures

- Any suspicion or case of abuse must be reported immediately to the designated Child Protection Officer.
- Reports should be documented and kept confidential.

11.2 Response Actions

- Conduct a prompt and fair investigation into reported incidents.
- Engage law enforcement and child welfare authorities when necessary.
- Provide support, counseling, and legal assistance to affected children.

12. Monitoring & Review

- The policy will be reviewed annually and updated as needed.
- Feedback from stakeholders, including children, will be considered in policy improvements.

13. Implementation & Compliance

- Strict adherence to this policy is mandatory. Non-compliance may lead to disciplinary action, including termination or legal action.

Approved by:

Riddhi Siddhi Sanstha Management

Effective Date: *[1 april 2026]*

Review Date: *[31 march 2028]*

This Child Protection Policy ensures that Riddhi Siddhi Sanstha provides a safe and secure environment for children while maintaining the highest standards of ethical and professional conduct.

