



Child Protection Policy – Humankind (NGO)

1. Introduction

Humankind is committed to safeguarding all children (under 18) engaged in or visiting our programmes—from school support and vocational training centers to community outreach. We uphold zero tolerance for all forms of child abuse—sexual, physical, emotional, exploitation, neglect—and operate in full compliance with Indian laws and child rights frameworks, including POCSO Act 2012, Juvenile Justice (Care & Protection of Children) Act 2015, ICPS and the UNCRC principle of the best interest of the child.

2. Applicability

This policy applies to every child who interacts with Humankind—in Akshar Chetana, Swasthya Chetana, Saksham, Poshan, Paryavaran Chetana and other programmes—and all staff, trustees, volunteers, interns, consultants, visitors and partner organisations working with or visiting these programmes.

3. Definitions & Codes of Conduct

- Child: Any person below the age of 18 years.
- Child Abuse: Any actual or potential harm to a child's wellbeing—including physical, sexual, emotional abuse, neglect or exploitation.
- All staff and associates must adhere to a strict Code of Conduct signed at induction, obliging them to act with integrity, uphold child dignity, avoid harm and maintain professional boundaries.

4. Prevention Measures

- Conduct background checks before engaging any individual in work involving children.
- Provide orientation and regular training to staff, volunteers and partners on child rights, recognizing signs of abuse, reporting protocols and child-friendly ethical engagement.
- Ensure safe spaces and risk assessments at all venues (e.g., training centers) to minimize opportunities for harm.

5. Reporting & Response Mechanisms

- Any suspicion or disclosure of abuse must be reported immediately to the Child Protection Focal Person or leadership.
- Reports may also be made anonymously via designated email or phone line.
- The organisation will facilitate referrals to Child Welfare Committees (CWCs), police, health services or rehabilitation agencies as needed, in accordance with POCSO and ICPS guidelines.



6. Investigation Process

- The Child Protection Committee will oversee internal inquiries aligned with natural justice principles and statutory obligations.
- Investigations will be timely, sensitive, child-focused and involve minimal distress.
- Outcomes may include disciplinary actions, aid for the child or referral to authorities, depending on nature and severity.

7. Confidentiality & Privacy

All information about any allegation, child, family, complainant, investigation process or outcome will be kept strictly confidential. Disclosure occurs only with clear consent or if legally mandated and records stored in locked systems.

8. Support & Restorative Measures

- Children affected by abuse will be provided psychosocial support, respectful listening and referral to appropriate services (medical, legal, counselling, shelter).
- Families and caregivers will be involved, as appropriate, in decisions in the best interest of the child.

9. Non-Retaliation & Protection

- Retaliation against reporters or child survivors will not be tolerated.
- The child, complainant and witnesses will be protected from intimidation, criticism or discrimination.

10. Monitoring, Review & Learning

- The Child Protection Committee will review cases annually, monitor adherence to policy, training coverage and risk mitigation.
- Policy and procedures will be revised at least yearly or in response to legal/regulatory updates.

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