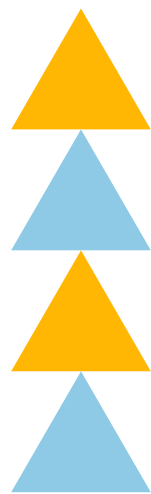


CHILD PROTECTION POLICY





Child Protection Policy - TrulyHelp Organization

Policy Statement

TrulyHelp Organization is dedicated to creating a world where every individual, especially children, has equal access to opportunities, healthcare, and education. Our mission is to break the cycle of disadvantage by promoting social development across all groups, including underprivileged children and communities. We are committed to empowering children and families, enabling them to improve their lives and future prospects. In line with the United Nations Convention on the Rights of the Child (UNCRC) and the Constitution of India, we believe that all children have the inherent right to protection from abuse, exploitation, violence, and neglect.



The TrulyHelp Child Protection Policy outlines our commitment to safeguarding children and preventing all forms of harm and abuse. Any violation of this policy—whether intentional or unintentional—will result in appropriate disciplinary action and legal procedures, in accordance with organizational policies and national law.

Objectives

1. To affirm the organization's unwavering commitment to safeguarding children.
2. To ensure the safety, care, and protection of children are central to all of TRULYHELP's activities.
3. To establish a protection mechanism for all children involved in TRULYHELP's initiatives.
4. To implement a standard code of conduct and procedures for all TRULYHELP staff and associates to ensure children's safety.
5. To equip TRULYHELP staff and associates with the knowledge and tools to protect children.



Section 2: Key Definitions

- **Child:** A person under the age of 18 years.
- **Child Abuse:** Any form of physical, emotional, or sexual abuse, exploitation, neglect, or any act that harms or threatens the safety and well-being of a child. This includes both deliberate actions and the failure to prevent harm.
- **Child Protection:** Measures, activities, and safeguards undertaken to protect children from harm, abuse, exploitation, and neglect.
- **Staff Member:** Any employee of TRULYHELP, whether full-time, part-time, contractual, or on deputation, working in any capacity at TRULYHELP offices or field projects.
- **Associate:** Includes consultants, volunteers, interns, contractors, vendors, donors, and any third parties who interact with children or access child-related data.
- **Visitor:** Includes individuals such as journalists, government representatives, contractors, and donors who may come into contact with children supported by TRULYHELP.

- Board of Trustees: The governing body responsible for the oversight of TRULYHELP.
- Designated Authority (DA): The technical focal point for the implementation and monitoring of this policy.
- Child Protection Task Force (CPTF): A committee formed to oversee the implementation of the policy and ensure its effectiveness.

Section 3: Applicability of the Policy

This policy applies to:

- All staff members of TrulyHelp Organization, whether working in-office or on field duty.
- All associates, including consultants, volunteers, contractors, vendors, and visitors who work with or have access to children and their data.
- All Board members.

Section 4: Code of Conduct

The Code of Conduct ensures that all individuals involved with TRULYHELP understand the highest standards of behavior to protect children. Adherence to this code is mandatory for staff, associates, and visitors.

4.1 Code of Conduct for Employees

- **Job Role Clarity:** Job descriptions for all employees will include expectations related to child protection, and all job postings will link to this policy.
- **Background Checks:** Employees must consent to background checks related to child protection and provide character references.
- **Training:** All employees will undergo mandatory training on child protection, sensitization, and safeguarding procedures.
- **Behavior with Children: Employees must:**
 - Show respect and actively listen to children.
 - Avoid any form of physical, sexual, or emotional abuse.
 - Not engage in inappropriate behavior or relationships with children.
 - Report any concerns regarding child safety to management.
 - Never spend time alone with a child outside of professional activities.

Ensure appropriate supervision and safety during all interactions with children.

4.2 Code of Conduct for Consultants, Volunteers, and Partners

- **Background Verification:** All consultants, volunteers, and partner counselors will undergo reference checks and sign a personal declaration regarding criminal history.
- **Training:** They will receive training on TRULYHELP's child protection policy and demonstrate appropriate behavior in their interaction with children.
- **Behavioral Standards:** These individuals must adhere to the same behavioral protocols as employees, ensuring that all actions align with TRULYHELP's core values and respect the cultural context of the community.

4.3 Code of Conduct for Donors and Visitors

- **Respect and Responsibility:** Donors and visitors must respect the local cultural and religious context and behave appropriately in their interaction with children.
- **Supervision:** All visits to TRULYHELP programs involving children must be pre-approved and conducted under the supervision of a TRULYHELP staff member.
- **Prohibition of Harm:** Visitors must refrain from engaging in any harmful or inappropriate behavior with children, including giving them monetary or non-monetary gifts without prior approval.

Section 5: Security Breaches

The safety of children and staff is a top priority for TRULYHELP. Any breach of security or safety protocols, including but not limited to:

- Engaging in illegal activities or violating organizational policies while on duty,
- Failing to adhere to child protection standards,
- Reporting to work under the influence of alcohol or drugs,
- Will result in appropriate disciplinary action, including possible legal repercussions.

Section 6: Complaints and Disciplinary Procedures

TRULYHELP is committed to investigating any complaints of misconduct promptly and fairly. The organization has established a redressal mechanism where:

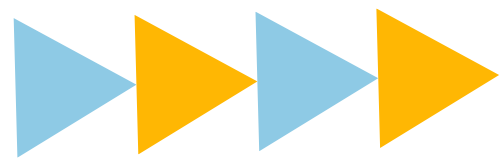
- All complaints related to breaches of the Code of Conduct will be investigated.
- Disciplinary actions will be taken for any violations, including possible dismissal or criminal prosecution.
- Those falsely accusing others of misconduct will face disciplinary action.

Complaints should be reported to the designated line manager or complaints focal point, and confidentiality will be maintained throughout the investigation process.

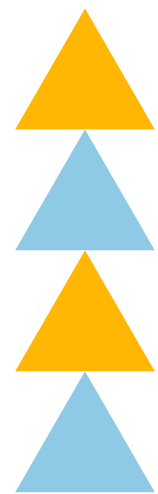
Section 7: Authorization & Administration

This policy is managed by the HR department and the designated child protection focal point. The policy will be reviewed every three years, or sooner if necessary, based on urgent requirements or changes in law.

For questions or concerns, staff and associates can contact HR or the designated authority (DA) for clarification or assistance.



Thank
You



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