



POSCO Policy

Effective Date: [01/04/2023]

Introduction:

Rushabh Foundation Charitable Trust (the "Trust") is committed to creating a safe and protective environment for children who come into contact with the Trust's programs, projects, and activities. This Protection of Children from Sexual Offenses (POSCO) Policy (the "Policy") outlines the Trust's commitment to preventing and responding to sexual offenses against children and ensuring their well-being and safety. The Policy applies to all trustees, employees, volunteers, contractors, beneficiaries, and any other individuals associated with the Trust (collectively referred to as "Individuals").

1. Policy Statement:

- 1.1. The Trust has a zero-tolerance policy towards any form of child sexual offense, exploitation, abuse, or harassment.
- 1.2. The Trust is committed to complying with applicable laws, regulations, and international standards related to child protection.

2. Definition of Child:

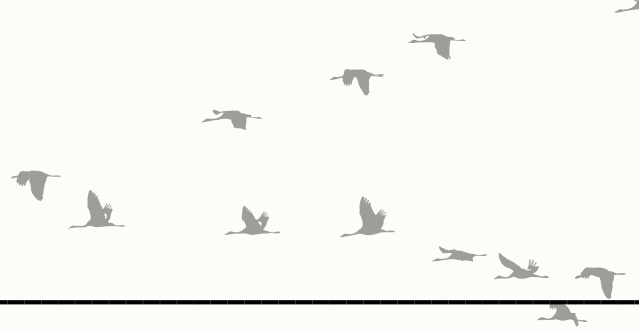
- 2.1. For the purpose of this Policy, a child is defined as any person under the age of 18 years.

3. Prevention Measures:

- 3.1. The Trust will implement preventive measures to reduce the risk of child sexual offenses, including:
 - a. Ensuring rigorous screening and background checks for employees, volunteers, and contractors who work directly or indirectly with children.
 - b. Providing training and awareness programs to all individuals associated with the Trust on child protection policies, recognizing signs of abuse, and appropriate behavior around children.
 - c. Establishing and promoting a safe and supportive environment for children, where their rights are respected, and their voices are heard.
 - d. Implementing measures to protect children's privacy and confidentiality.

4. Reporting and Response:

- 4.1. All individuals associated with the Trust have a duty to report suspected or actual child sexual offenses promptly and confidentially.
- 4.2. The Trust will establish clear procedures for reporting and responding to child sexual offenses, including designated points of contact and support systems for individuals who witness or become aware of such offenses.
- 4.3. Any report of a child sexual offense will be taken seriously, and appropriate action will be taken in accordance with legal requirements and the best interests of the child.



5. Victim Support and Confidentiality:

- 5.1. The Trust will provide appropriate support, care, and protection to child victims of sexual offenses, ensuring their physical, emotional, and psychological well-being.
- 5.2. Confidentiality will be maintained throughout the reporting, investigation, and support process, except where disclosure is required by law or necessary for the protection of the child.

6. Cooperation with Authorities:

- 6.1. The Trust will cooperate fully with law enforcement agencies, child protection authorities, and other relevant organizations in the investigation and prosecution of child sexual offenses.
- 6.2. The Trust will comply with legal obligations regarding reporting child sexual offenses to the appropriate authorities.

7. Training and Capacity Building:

- 7.1. The Trust will provide regular training and capacity-building programs to all individuals associated with the Trust on child protection, prevention of sexual offenses, recognizing signs of abuse, and appropriate behavior around children.
- 7.2. Training programs will be designed to enhance awareness, knowledge, and skills to create a safe environment for children.

8. Policy Communication:

- 8.1. The Trust will ensure that this POSCO Policy is communicated to all individuals associated with the Trust, including employees, volunteers, contractors, and beneficiaries.
- 8.2. The Policy will be made available through appropriate channels, such as the Trust's website, employee handbooks, or intranet.

9. Policy Review:

- 9.1. This Protection of Children from Sexual Offenses (POSCO) Policy will be reviewed periodically to ensure its continued relevance, effectiveness, and alignment with emerging best practices and legal requirements.

Conclusion:

This Protection of Children from Sexual Offenses (POSCO) Policy reflects Rushabh Foundation Charitable Trust's commitment to safeguarding children and preventing sexual offenses against them. By adhering to the principles outlined in this Policy, we can create a safe and nurturing environment where children can thrive and reach their full potential.

By signing below, I acknowledge that I have received, read, and understood the Rushabh Foundation Charitable Trust POSCO Policy and agree to comply with its provisions and guidelines

[Individual's Name]
[Individual's Position/Role]
[Date]

