

# Healing First – Child Protection Policy

**Effective Date:** Sep 09, 2025

Healing First (“we,” “our,” or “us”) is committed to creating a safe, supportive, and nurturing environment for all children and young people engaged in our programs. This policy outlines our responsibilities and practices to protect children from harm, abuse, and exploitation, in line with Indian laws such as the **Protection of Children from Sexual Offences (POCSO) Act, 2012**, the **Juvenile Justice Act, 2015**, and the **Right to Education Act, 2009**.

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## 1. Definition of a Child

For the purpose of this policy, a “child” means any person below the age of 18 years.

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## 2. Our Commitment

- Provide a safe, inclusive, and respectful environment for children.
  - Ensure that no child is subjected to abuse, neglect, harassment, or exploitation in any Healing First program.
  - Follow child-friendly and confidential practices during workshops, counseling, and interactions.
  - Comply with mandatory reporting obligations under the POCSO Act in case of suspected or actual abuse.
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## 3. Code of Conduct for Staff, Volunteers, and Partners

All Healing First representatives must:

- Treat every child with respect and dignity.

- Use positive, non-violent methods of communication and discipline.
  - Maintain professional boundaries—no inappropriate language, gestures, or physical contact.
  - Avoid one-on-one unsupervised meetings with children unless absolutely necessary and approved.
  - Never engage in sexual, exploitative, or abusive behavior.
  - Protect children's privacy (no sharing photos, videos, or personal stories without written consent).
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## 4. Safe Program Practices

- Workshops and counseling sessions with minors must always be conducted in safe, supervised environments.
  - Online sessions will follow strict digital safety protocols (password-protected rooms, no unauthorized recording).
  - Parental/guardian consent must be obtained for participation of children below 18 in any Healing First program.
  - All staff/volunteers working directly with children will undergo background verification.
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## 5. Reporting & Response

- Any suspicion, disclosure, or evidence of child abuse must be reported immediately to the **Child Protection Officer (CPO)** designated within Healing First.
- The CPO will ensure:
  - Immediate safety and support for the child.

- Mandatory reporting to local authorities/Child Welfare Committee as required under law.
    - Confidential handling of information (child's identity will not be disclosed except as required by law).
  - No retaliation will be tolerated against any person who reports a concern in good faith.
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## **6. Confidentiality**

All personal and sensitive information related to children will be treated with strict confidentiality, except where disclosure is legally mandated for the child's protection.

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## **7. Training & Awareness**

- All staff, facilitators, and volunteers will undergo orientation on child protection, POCSO provisions, and Healing First's Code of Conduct.
  - Regular refresher sessions will be conducted to reinforce awareness and compliance.
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## **8. Monitoring & Review**


- This policy will be reviewed annually and updated as per legal requirements and organizational learning.
  - Compliance with the Child Protection Policy will be monitored regularly.
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## **9. Contact for Concerns**

If you have concerns about a child's safety within Healing First programs, please contact:

 **karamveer@healingfirst.in**

 **8960204832**

 Healing First, G/D Savitri Enclave, Bhuiyan Toli, Samlong, Ranchi, Jharkhand, India