



# Child Protection Policy

Effective Date: [01/04/2023]

## Introduction:

Rushabh Foundation Charitable Trust (the "Trust") is committed to protecting the welfare and safety of children and promoting their rights. This Child Protection Policy (the "Policy") establishes guidelines and procedures to ensure that all children involved with the Trust are safeguarded from harm, abuse, and exploitation. The Policy applies to trustees, employees, volunteers, contractors, and any other individuals representing or acting on behalf of the Trust (collectively referred to as "Individuals").

### 1. Definitions:

- 1.1. Child: A person under the age of 18 years.
- 1.2. Child Abuse: Any form of physical, emotional, sexual abuse, neglect, or exploitation of a child, as defined by applicable laws and regulations.

### 2. Compliance with Laws and Regulations:

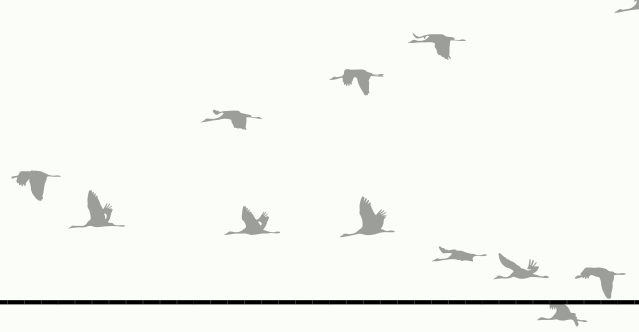
- 2.1. Individuals must comply with all applicable local, state, national, and international laws and regulations related to child protection.
- 2.2. Individuals should stay informed about relevant laws, policies, and guidelines pertaining to the protection of children.

### 3. Responsibilities:

- 3.1. The Trust will appoint a designated Child Protection Officer (CPO) who will be responsible for overseeing and implementing the child protection measures outlined in this Policy.
- 3.2. The CPO will receive appropriate training on child protection and stay updated on best practices.
- 3.3. Individuals have a responsibility to report any concerns or suspicions of child abuse or exploitation to the CPO or the designated person within the Trust.

### 4. Prevention Measures:

- 4.1. The Trust will conduct comprehensive background checks, including criminal record checks, for all individuals working directly with children.
- 4.2. Individuals who work directly with children must provide necessary documentation, such as identity verification, references, and relevant qualifications.
- 4.3. The Trust will establish and enforce clear guidelines for appropriate behavior and interactions with children.
- 4.4. The Trust will provide training and awareness programs to educate individuals about child protection, including recognizing signs of abuse, reporting procedures, and appropriate boundaries.



**5. Reporting and Responding to Child Protection Concerns:**

- 5.1. All individuals are required to report any suspicions or concerns regarding child abuse, exploitation, or neglect promptly to the CPO or the designated person within the Trust.
- 5.2. The Trust will maintain confidentiality and protect the identity of individuals reporting child protection concerns.
- 5.3. The Trust will investigate all reported incidents in a timely, impartial, and confidential manner.
- 5.4. The Trust will take appropriate actions based on the outcome of the investigation, which may include reporting to relevant authorities, providing support to the child and the family, and taking disciplinary measures against individuals found responsible for child abuse or misconduct.

**6. Code of Conduct for Interactions with Children:**

- 6.1. Individuals must treat all children with respect, dignity, and fairness, regardless of their background, gender, race, religion, or ability.
- 6.2. Individuals must establish and maintain appropriate boundaries and avoid behaviors that could be misinterpreted or lead to the exploitation or harm of children.
- 6.3. Individuals must never engage in any form of physical, emotional, or sexual abuse, neglect, or exploitation of children.

**7. Training and Education:**

- 7.1. The Trust will provide ongoing training and education programs to individuals involved with the Trust on child protection, including awareness of child rights, recognizing signs of abuse, appropriate behavior, and reporting procedures.
- 7.2. Individuals will be required to participate in child protection training and demonstrate their understanding of the Policy.

**Conclusion:**

This Child Protection Policy serves as a commitment by Rushabh Foundation Charitable Trust to ensure the safety and well-being of children involved with the Trust. By adhering to the principles outlined in this Policy and actively participating in the implementation of child protection measures, we can create a safe and nurturing environment for children and promote their rights.

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

[Individual's Name]

[Individual's Position/Role]

[Date]

