JANANEETHI POLICY ON CHILDREN (JPC)

&

STANDARD OPERATING PROCEDURES (SOP)

Jananeethi states and affirms its commitment to promote and safeguard the right of all children to live and grow with equality, dignity, security and freedom, to ensure that all children have equal opportunities and that no custom, tradition, cultural or religious practice is allowed to violate or restrict or prevent children from enjoying their rights. The UN Convention on the Rights of the Child, 1989 shall be the guiding principle for implementing basic rights for all children below 18 years. This policy also intends to articulate Jananeethi's fundamental aim to keep children safe from all possible abuse and exploitation by whosoever they are and to increase the awareness on child protection in the community and in the family.

Jananeethi recognises that:

- A child is any person below the age of eighteen years
- Childhood is an integral part of life with values of its own
- Children are not a homogenous group and their different needs need different responses, especially the multi-dimentional vulnerabilities experienced by children in different circumstances
- A long term, sustainable, multi-sectoral, integrated and inclusive approach is necessary for the overall and harmonious development and protection of children.

Jananeethi reaffirms that:

- Every child is unique and a supremely important national asset
- Special measures and affirmative action are required to diminish or eliminate conditions that cause discrimination
- Every child has a right to seek education, care & protection, shelter to lead a torture-free life from all kinds of abuses and violence emotional, physical and sexual.
- All children have the right to grow in a family environment, in an atmosphere of happiness, love and understanding
- Families are to be supported by a strong social safety-net in caring for and nurturing their children.

This policy is in conformity with the Constitution of India, Juvenile Justice Act, 2015, Protection of Children from Sexual Offences Act, 2012 and the National Policy for Children, 2013.

- 1. Jananeethi believes that every child has the right to survival, protection, quality education and to have their voice heard.
- 2. The best interests of the child shall be the primary concern in any decision making at Jananeethi.
- 3. Jananeethi resolves that it will not employ children anywhere in any form, and that it will not be party to any deliberation or decision detrimental to the interests or welfare of a child.
- 4. Every child has a right not to be separated from his/her parents against his/her will unless it is in the best interests of the child.
- 5. All children have their right to free expression and this includes right to information and ideas of all kinds and in any medium.
- 6. Jananeethi deems any enslavement whether forced labour, domestic servitude, bonded labour or sex trafficking of a child or children who are forced to marry without their consent or against their will as instance of human trafficking actionable in law.
- 7. Jananeethi will facilitate in establishing local Child Protection Units in the communities where Jananeethi focuses its activities and programmes to ensure protection of all children in respective community and also to handle cases of child abuse, if any.
- 8. Jananeethi will initiate Child Helpline and will network with Childline, Child Welfare Committee, such other social defence and similar child protection NGOs/CSOs.
- 9. Jananeethi will ensure its projects are child rights friendly and engage children in planning, execution, monitoring and evaluation of projects on children.
- 10. Jananeethi will envisage programmes to reduce risks facing vulnerable children and to address the needs of children who are in situations of abuse, neglect or exploitation.
- 11. Jananeethi will recruit staff, both permanent and on contract, only after obtaining adequate background verifications for any history of child exploitation.
- 12. Jananeethi will ensure its Board Members, staff or close associates do not employ children as domestic servants in their homes and institutions.
- 13. Jananeethi will ensure its personnel including Board Members, Executive members, staff, interns, volunteers or visitors do not touch private parts of the body of children that make them uncomfortable.

- 14. Any instance of a child abuse or ill treatment of a child in Jananeethi premises or in its programmes will be sternly dealt with as per requirement of the prevailing laws.
- 15. Extra care will be taken that Jananeethi website does not use scanned images of children without formal permission of parents / guardians concerned.
- 16. Jananeethi will ensure that all communication materials on children in the form of pictures or captions are decent, dignified and respectful and that it does not infringe any of the rights of the child.
- 17. Jananeethi will also ensure that the identity of children is kept confidential and child abuse incidents are to be flagged as strictly confidential and should be handled with care and concern.
- 18. Jananeethi will consciously boycott any product, domestically made or otherwise, wherein children are reportedly employed and will dissuade others from buying and using such products.
- 19. Jananeethi will take up on priority basis counselling and other intervention programmes in schools intending to reach out to children and adolescents who are exposed to alcohol, drugs and substance abuse.
- 20. Jananeethi is opposed to classifying children based on caste, creed and religion and any form of discrimination of children on grounds of religion, gender, caste, race, language or ethnicity shall be deemed an offence.
- 21. Jananeethi will enable children in schools/community for protection of their rights envisaged under the prevailing laws in the country and strengthen them against any instance of violations of such rights.
- 22. Jananeethi will ensure therapeutic interventions for the rehabilitation of child victims of abuse and their family members through psycho-socio-legal counselling.
- 23. Janaeethi will organize trainers training programmers on priority basis for school teachers to enable them realize their duties and responsibilities towards their pupils; develop skills for identifying psycho-social problems of children and provide appropriate care and support.
- 24. Jananeethi will ensure socio-legal support to the children in conflict with law and their re-integration process into family and society with due regard to the best interest of the child.