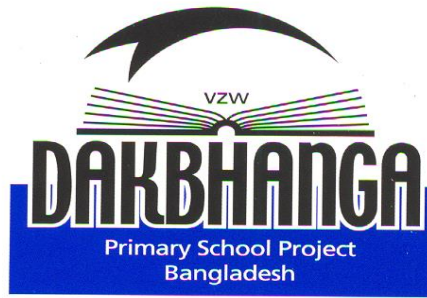


Bangla



Child Protection Policy

Dakbhanga-Bangladesh
Sultan Heritage, Sipahir Para
Thana Road, Ramu, Cox's Bazar-4730

Dakbhanga-Bangladesh
Child Protection Policy
(3rd revision: Effective from 1st August 2023)

1. Introduction

Dakbhanga-Bangladesh is committed to protecting children from any kind of abuse, neglect and exploitation and promotes their rights in agreement with the United Nations Convention on the Rights of the Child (UNCRC). Globally, there is a legitimate concern among the government, development partners and the stakeholders about protection of child rights at all levels. Therefore, every organization requires a child protection policy to improve the situation of children. It will assist the managers in making administrative planning, communicating, controlling and deciding over the program and organizational management.

2. Child Protection Policy and its Purpose

The policy document presents the standard procedure and policies of child protection in Dakbhanga-Bangladesh. This is a guiding rule for all projects/programs, and staff members of the organization, which serves the interest of all its stakeholders. Each section of this policy defines the policies and procedures of child protection issues; however, not all events can be incorporated. As such, under special cases, management shall try to remain true to the intent of the welfare of the stakeholders of Dakbhanga-Bangladesh.

The primary goal of the policy is to protect the well-being of children that protect them from abuse, neglect and exploitation. The specific purpose of the policy is:

- ❑ To ensure a child-friendly environment where children directly and indirectly involved with Dakbhanga-Bangladesh are protected from any form of abuse and exploitation.
- ❑ To sensitize all level staff, board members, volunteers, interns, consultants, visitors and other individuals/organizations involved with Dakbhanga-Bangladesh to the child protection issue.
- ❑ To reflect child protection policy to all the policies, strategies, and planning of the organization as well as implemented and monitored.
- ❑ To empower children to be aware and challenge any kind of abuse against them.

3. Guiding Principles

This policy is informed by a set of principles that derive from the UN Convention on the Rights of a Child. Principles upon which the Child Protection Policy is based –

- a) Non-discrimination: All children have equal rights to protection from abuse and exploitation regardless of their race, religion, ethnicity or socioeconomic status.

They should be encouraged to fulfil their potential and equalities should be challenged;

- b) Best Interest: The child's best interest should be prioritized in all activities of Dakbhanga-Bangladesh;
- c) Participation: In all activities of Dakbhanga-Bangladesh, children should have the opportunity to participate when relevant and participate in decision-making;
- d) Survival and development: Children's survival and development issues should be prioritized in all activities of Dakbhanga-Bangladesh.

4. Code of Conduct

To ensure the full protection of children in all activities, strategies and planning of all activities of Dakbhanga-Bangladesh, the following code of conduct are taken as obligatory for all persons and organizations involved with Dakbhanga-Bangladesh directly or indirectly.

4.1. The Persons involved with Dakbhanga-Bangladesh activities must do:

- a) All people involved with Dakbhanga-Bangladesh must have an awareness of child rights.
- b) To make children aware of their rights and responsibilities.
- c) To let know a child and its parents/ guardians about Dakbhanga-Bangladesh's process of response to child abuse.
- d) To make a child capable of identifying the difference between acceptable and unacceptable behaviour.
- e) To make a child capable of protesting others' unacceptable behaviour gently.
- f) If a child's behaviour is unacceptable, motivate him to change his mode of behaviour.
- g) Create an enabling environment where children can freely express their opinion.
- h) To help children in taking decisions and respect their opinion.
- i) To ensure a child-friendly environment in the Dakbhanga-Bangladesh main office and select a risk-free place for holding activities with children.
- j) Children should be provided healthful and hazardous free education or communication materials.
- k) To create an enabling environment where children will feel free to express their concerns and participate in discussion.
- l) To ensure reflection of CPP in principle, strategy, procedure and process of activities of Dakbhanga-Bangladesh.
- m) To behave with children based on equality, dignity and respect irrespective of their religion, caste, ethnic identity, socioeconomic status etc.
- n) Respect a child's right to personal privacy.
- o) Always work in an open environment (e.g. avoiding private and underserved situations and encouraging open communication with no secrets).
- p) Provide an example of good conduct that you wish others to follow.
- q) Gain written parental consent for any significant travel arrangements e.g. overnight stays. Ensure that if mixed teams are taken away, they should always be

accompanied by a male and female member of staff.

- r) Recognize that special caution is required when you are discussing sensitive issues with children or young people.
- s) Challenge unacceptable behaviour and report all allegations/suspensions of abuse.
- t) Create enabling environment if there are chances to hide incidents of abuse by a child due to awareness.
- u) Always give enthusiastic and constructive feedback to a child rather than negative criticism.
- v) To give priority to the need and capacities of children and not push them against their will.
- w) Gain written parental consent for using photographs and information of the child for study, research or business purpose.

4.2. The Persons involved with Dakbhanga-Bangladesh activities must not do:

- a) Any discrimination against a child based on its parent's profession, socio-economic status, religion, ethnic identity etc.
- b) An express annoyance for the unwanted conduct of a child or force him to refrain from doing such a rebuke.
- c) Unnecessarily spending excessive amounts of time alone with children away from others.
- d) Have inappropriate physical or verbal contact with children against their will.
- e) To call a child with a humiliating name.
- f) To Make a child do personal work.
- g) To use abusive words in the presence of a child.
- h) Making sexually suggestive comments to a child, even in fun.
- i) Watch nude photographs, porn videos or other materials with children.
- j) Let a child contact with hazardous equipment.
- k) Convince a child through lying to avoid his concentration on a specific issue.
- l) Physical or mental torture or any act that causes physical and mental torture.
- m) Any act that provokes sexual feelings or sexual relations with a child.
- n) Show favouritism to any individual.
- o) Ensure that at any events adults should not enter the children's room or invite children to their rooms.
- p) Engaging in rough, physical or sexually provocative games.
- q) Push children to attend discussions, cultural programs or competitions against their will.
- r) Allow allegations made by a child to go unchallenged, unrecorded or not acted upon.
- s) Smoking or drinking alcohol in the company of children.
- t) Involve child labour in the activities of Dakbhanga-Bangladesh.

5. Promotion of Child Protection

5.1. Training on Child Protection

Child Protection Committee (CPC) will assess the training need of all members of the

General Committee, Management Committee, School Management Committee (SMC) and Staff Members and arrange orientation/training courses on child protection among all levels of organizational people of the organization.

5.2. Signing Code of Conduct:

All levels of Staff of Dakbhangra-Bangladesh, Committee members, consultants, volunteers, interns, and service providers must sign the code of conduct of the Child Protection Policy as soon as the agreement is done with them.

5.3. Observation of National and International Days

Different national and international relevant days will be observed at the Upazila level especially International Children's Day, International Day Against Drug Abuse and Illicit Trafficking, Child Rights Week, and International Day Against Child Labor.

6. Response to Child Protection

6.1. Information flow

The Chief of the Child Protection Committee (CPC) will designate a person to collect all sorts of information collectively from the bottom to upper level related to any incidence of abuse and break of the code of conduct. It will be considered a breach of the Child Protection Policy and necessary action will be taken for protection and prevention.

6.2. Investigation

The Child Protection Committee (CPC) will form an investigation committee to investigate the incident. If possible, there is a female member on the committee. For serious issues, the investigation will be carried out within six hours and for less serious issues, it will be done within three days of the incident. The team will submit a report with proper evidence not more than three days after the investigation.

6.3. Action following Investigation:

The Child Protection Committee (CPC) will review the report and recommend taking necessary action for the protection and prevention of abuse, neglect and exploitation against children. For any disciplinary measure, prior approval of the Country Representative will be a must.

7. Implementation of Policy

7.1. The Child Protection Committee (CPC)

After the commencement of the Child Protection Policy, a Child Protection Committee

(CPC) will be formed with 5 (five) members and at least 2 (two) members will be female. The committee will implement and monitor the policy. The chief of the committee will be the focal person of the organization in this regard.

7.2. Budget Allocation:

As per the recommendation of the Child Protection Committee (CPC), the management of Dakbhanga-Bangladesh will make necessary budgetary provisions for undertaking the promotion of protection activities of the Child Protection Policy.

7.3. Monitoring & Evaluation

The Child Protection Committee (CPC) will review the progress of child protection at the organization level at quarterly meetings and it will be documented in black and white. The management will publish a circular with the decisions of the meeting to all levels of the offices.

Regular monitoring will be arranged with the help of proper specific guidelines and indicators to assess the present gender situation, whether is friendly or not. In that assessment, a format will be developed involving some common issues and indicators, after having the information. After the recommendation of the committee, the management will take proper initiative and necessary action as per the rule. An evaluation will be arranged in each three years by a Child Protection Specialist and the recommendation will be included in the next review.

7.4. Confidentiality

All documents and information on child abuse will be held in absolute confidence. No person or organization shall communicate any information concerning the alleged event except as necessary to ensure a proper and neutral investigation. Limited additional disclosure can be made as an example to protect other children from harm shortly. Any breach of confidentiality shall be cause for utmost punishment as per the policy of Dakbhanga-Bangladesh.