

MAHITA - CHILD & YOUTH SAFE GUARDING POLICY

Mahita believes that children and youth safeguarding is crucial to ensuring that children under 18 of age and young people below the age of 25 have the right, confidence and environment in which they can make choices, express their views and communicate effectively with other children and older adults. Child and Youth Safeguarding Programme is the core focus of Mahita's work. Mahita utilizes a child and youth rights programming framework and is mindful of the cross cutting themes of child participation, non-discrimination and best interests of children.

CODE OF CONDUCT

The Code of Conduct aims to provide clear guidance on the conduct we expect from everyone as well as providing examples of conduct that will always be unacceptable. It is the responsibility of each adult individual to manage their behaviour to align with the valued and principles of Mahita. All Mahita staff and other visitors must sign and abide to this Code of Conduct.

WE EXPECT ALL STAFF, BOARD MEMBERS, VISITORS, VOLUNTEERS & OTHERS WHO PARTNER WITH MAHITA:

- To respect the basic rights all humans – regardless of gender, disability, ethnicity, religion, caste, language, HIV status and other aspects of identity.
- Not to make unreasonable demands, use improper language or insult fellow colleagues.
- Act fairly, honestly and tactfully and treat people with dignity and respect.
- Respect the national law and local culture, traditions, customs and practices that are in line with UN conventions.
- Not take part in any form of discrimination, harassment, or abuse (physical, sexual or verbal), intimidation or exploitation, or in any other way infringe the rights of others.

CHILD & YOUTH SAFEGURADING PROTECTION

Staff will not....

- Hit or otherwise physically assault or physically abuse children & Young people.
- Develop physical/sexual relationship with children & Young people.
- Develop relationship with children & Young people who could in any way be deemed exploitative or abusive.
- Act in ways that may be abusive or may place a child or a youth at risk of abuse.
- Use language, make suggestions or offer advice, which is inappropriate, offensive or abusive.

- Behave physically in a manner which is inappropriate or sexually provocative.
- Have a child/children/young persons with whom they are working to stay overnight at their home unsupervised. Sleep in the same room or bed.
- Ask children/young person's to do things that they can do themselves.
- Condone, or participate in, behavior of children/young person's which is illegal, unsafe and abusive.
- Act in ways intended to shame, humiliate, belittle or degrade children/young person's, or otherwise perpetrate any form of emotional abuse.

MANDATE:

All staff/Members/Volunteers/Association of Mahita must become acquainted with the requirements of the child & youth safeguarding policy and act in accordance with these. If it comes to light that anyone associated with Mahita acts inappropriately with children and young persons - whether within or outside the context of principles and standards contained in this document, the organization will take immediate action which may be appropriate to the circumstances. This may amount to: **DISCIPLINARY ACTION/DISMISSAL AND TERMINATION OF YOUR AGREEMENT/CONTRACT IMMEDIATELY, WITH DUE COMPLAIN TO THE CONCERNED LEGAL AUTHORITIES (POLICE/CHILD WELFARE COMMITTEE/LEGAL SERVCIE AUTHORITIES ETC.**

PLEASE CONTACT THE FOLLOWING PERSONS, IN CASE OF ANY VIOLATIONS TAKE PLACE AT MAHITA'S OFFICE, SCHOOLS, CENTRES AND COMMUNITIES.

FOCAL POINT PERSON

Ms. Mamatha Perugu - No.9030357451/27151858

PROGRAM MANAGEMENT/BOARD

Mr.Ramesh Sekhar Reddy - No: 98481 20092/27151858

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I have read and understood Child & Youth Safeguarding Policy of Mahita and acknowledging the same.

Name:

Sign:

Date: