

CSR



Girl Child/ Child Protection Policy

Centre for Social Research (CSR) as a gender empowerment agency has 'zero tolerance' for any kind of abuse, exploitation or sexually inappropriate behavior against girl child/child.

PURPOSE:

As an Indian organization for gender equality, justice and empowerment of women and girls, CSR is committed to promoting the rights of girl children including their right to be protected from harmful influences, abuse and exploitation. CSR takes active measures to ensure girl children/ children's rights protections are fully realized.

CSR acknowledges its expectation, that is, employees and others who work with CSR have girl children/ children's best interest at the heart of their involvement with CSR.

The girl child/ child protection Policy is CSR's statement of intent that demonstrates our commitment to safeguard girl children/ children from any harm. This policy will make it evident to all in the organization and whosoever comes into contact with us are informed about the organization's policy on protection of girl children/ children and that girl child/child abuse in any form is unacceptable to CSR.

I. CSR'S VISION FOR GIRL CHILD/ CHILD PROTECTION

Vision:

We aim to create both internally and externally "girl child/ child safe" environment; where girl children/children are respected, protected, empowered and active in their own protection. At the same time the staff members are skilled, competent as well supported in meeting their protection responsibilities.

Statement:

CSR is committed to actively safeguard from any harm and ensuring girl children/ children's right and protection are fully realized. We, as an organization sincerely believe that it is our responsibilities to promote girl children/children safe practices and protect girl children/children from harm, abuse, neglect and exploitation in any form. In addition, we will take positive action to prevent girl child abuser from becoming involved with CSR in any way and take stringent measures against any CSR staff and/ or Associate who abuses a girl child/ child. Our decisions and actions in response to girl child/ child protection concerns will be guided by the principle of "the best interests of the girl child/child."

II. DEFINITIONS UNDER THE GIRL CHILD/ CHILD PROTECTION POLICY

- **Definition of Child** - According to the UN Convention on the Rights of the Child (Article 1) a child is every human being below the age of 18 years.

- **Girl child/child abuse** is defined as all forms of physical abuse, emotional ill-treatment, sexual abuse and exploitation, neglect or negligent treatment, commercial or other exploitation of a girl child/child and included any action that result in actual or potential harm to a girl child/ child.
- **Circumstances of Girl child/child abuse** include a deliberate act or it may be failing to act to prevent harm. Girl child/ child abuse consists of anything which individuals, institutions or processes do or fail to do intentionally or unintentionally, which harms a girl child/child or damages their prospect of safe and healthy development into adulthood.
- **Girl child/ child protection**, is a broad term to describe philosophies, policies, systems, and procedures to protect children from both intentional and unintentional harm. In the current context, within the scope of this policy, it is defined as the responsibilities, measures and activities that CSR undertakes to safeguard girl children/ children from both intentional and unintentional harm. Thus, it applies particularly to the duty of CSR and individuals and organizations associated with CSR towards children.

III. SCOPE OF THE GIRL CHILD/CHILD PROTECTION POLICY

The girl child/child Protection Policy applies to everyone working for or associated with CSR; it encompasses the whole of CSR and includes without limitations:

- **CSR Staff at all levels:** inside the office premises, in the field or elsewhere
- **CSR Associates:** these include board members (international and national boards), volunteers, community volunteers, sponsors, consultants and contractors. Also the staff and /or representatives of partner organization and local governments who have been brought into contact with girl child/ child or are party to CSR's girl child/ child sensitive data while working for or with CSR.
- **CSR Visitors:** who may come into contact with girl children/ children through CSR are bound by this policy. Visitors include donors, journalists, media, researchers, celebrities, staff family members etc.

IV. RESPONSIBILITIES UNDER THE GIRL CHILD/ CHILD PROTECTION POLICY:

CSR staff, Associates and visitors must:

1. Never abuse and/ or exploit a girl child/child or act in any way that places a girl child/child at risk of harm.
2. Report any girl child/child abuse and protection concerns they have in accordance with applicable local office procedures. That is a mandatory requirement for staff. Failure to do so may result in disciplinary action.
3. Respond to a girl child/ child who may have been abused or exploited in accordance with applicable local office procedures.
4. Cooperate fully and confidentially in any investigation of concerns and allegations.
5. Contribute to an environment where girl children/ children are respected and encouraged to discuss their concerns and rights.
6. Always ask for the consent from girl children/children (or in the case of young girl children/children, take permission from their parents or guardian) before taking photographs and/ or videos of them. Make sure to respect their decision when they disagree/ object for the same.
7. In Addition, it also must be ensure that image taken of girl children/ children are respectful; for example- girl children/children should have adequate clothing that covers up their private parts,

the images should not be in sexually suggestive poses or what in any way impacts negatively on their dignity or privacy will not be acceptable. Stories and images of girl children should be based on the girl child's best interest.

CSR associates and visitors must not:

8. Disclose information that identifies sponsored or grant beneficiary families or girl children/ children or make it available to the general public without explicit consent from CSR.

Director, Head of Division, Manager, and Project Coordinators must:

Ensure that each CSR office has in place local procedures that are consistent with the global Girl Child/Child Protection Policy and with the document reporting and responding to child Protection issues in CSR to respond to incidents of girl child/child abuse. Local procedures should be developed with assistance of local advisors in accordance with the local law. CSR will abide by the Protection of Children from Sexual Offences Act (POCSO Act) 2012 which was formulated in order to effectively address sexual abuse and sexual exploitation of children. Any deviation therefore must have prior formal approval from the Director.

(Ensure that local procedures are made available in local languages)

V. PERSONAL CONDUCT OUTSIDE WORK

We are committed to ensuring that our staff and representatives apply high standards of behavior towards girl children/ children within both their professional and their private lives.

CSR does not intend to dictate the belief and value systems by which CSR employees conduct their personal lives. CSR's position throughout India and elsewhere is dependent, however, on maintaining good relations and upholding its reputations as a gender-based community development organization with numerous organizations. Unlawful or other conduct by CSR employees will jeopardizes CSR's reputation or position whether during or after business hours will not be permitted. Such conduct includes, but is not limited to: any unlawful activities related to sexual abuse; sexual harassment; physically/verbally abusive behavior and public disorderly conduct.

Staff and Associates are required to bear in mind the principles of the Girl Child/Child Protection Policy and heighten their awareness of how their behavior may be perceived both at work and outside work.

This policy is reviewed and approved by:



**Dr. Ranjana Kumari,
Director
Centre for Social Research (CSR)**



**Shri Balakrishnan
Administrative Secretary
Centre for Social Research (CSR)**