

Bakultali Mahila Sangshad (BMS)

BMS CHILD SAFEGUARDING POLICY



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Introduction:-

The United Nations Convention on the Rights of the Child 1989 states that the recognition of the dignity of every human being and the equal rights and freedoms recognized in the Charter of the United Nations are the foundation of freedom, justice and peace in the world. In view of the above, each member state of the United Nations has reaffirmed its belief in the fundamental human rights and fundamental freedoms as set out in the Charter. BMS similarly believes in building a society where every person enjoys equal opportunities and lives in dignity. Children are no exception to this. BMS further believes that every child should grow up in a family and society with dignity and should not be subjected to any form of abuse. This policy has been formulated with this aim in mind. This policy sets out the values and beliefs of BMS, which are committed to protecting children, and describes how necessary steps will be taken.

BMS Child Protection Policy Requirements:-

BMS basically adopts and implements all programs by prioritizing the human development (knowledge, intelligence, talent) of the people. The human development of every person starts from the child. That is why BMS considers child development and child rights with utmost importance in building a beautiful society for all people. Therefore, it is essential for BMS to have a child protection policy.

Goal of the Child Protection Policy:-

Child development through taking and implementing effective steps to ensure the safety of children involved in BMS.

Objectives of the Child Protection Policy:-

- ❖ To create a child-friendly environment in the workplace by taking effective steps to comply with the issues mentioned in the policy.
- ❖ As a development organization, BMS is committed to the welfare of children and will take and implement initiatives to prevent child abuse/harassment.

BMS's beliefs and commitments in child protection:-

- ❖ All forms of child rights violations are the root cause of abuse.
- ❖ Every child has the right to be protected from exploitation, deprivation and abuse.
- ❖ Child abuse and exploitation is unacceptable.
- ❖ BMS is committed to improving the child rights situation.
- ❖ Safe environment for children and taking necessary measures to address risks.
- ❖ Analyzing child protection standards and taking necessary initiatives in program adoption and implementation.
- ❖ Prioritizing the protection of children with special needs.

Scope of Child Protection Policy:-

All members, managers, employees, affiliates of BMS are bound to comply with this policy. The Authority reserves the right to take necessary action against any person found violating this policy. This policy follows a global standard. This policy will apply to all levels of BMS staff and affiliates. BMS may revise this policy as per requirement. All levels of staff must sign this policy.

Guidelines for Child Protection Policy:-

The principles contained in the United Nations Charter on the Rights of the Child (UNCRC) have been adopted as guidelines for the implementation of these principles.

- ❖ BMS has zero tolerance for child abuse.
- ❖ Every child has the right to be free from abuse and exploitation,
- ❖ Taking into account the best interests of the child (survival and development).
- ❖ Ensuring children's right to participation and expression.
- ❖ Ensuring collective and accountability in child protection.
- ❖ Use/Implementation of risk management.
- ❖ Creating a positive attitude towards the child's abilities.
- ❖ Adherence to this policy in BMS' recruitment process, contracts and all activities.

BMS is committed to implementing its commitment to child protection through the following strategies;

Orientation:- Employees at all levels are required to undergo a one-day orientation on child protection upon induction. Through this orientation, staff are empowered to make child protection decisions and contribute to the prevention of child abuse.

Prevention:- Child abuse prevention staff will provide guidance to communities and stakeholders on what to do and will share successful initiatives in child protection with other

Report:- BMS staff, child and community leaders will learn about the child abuse/accident reporting process and response flow, and will have an understanding of the chief response strategy for child abuse incidents.

Response:- Child abuse prevention will have a response stream in place when abuse occurs. All the steps that BMS will take in the above matter are.

- ❖ Immediate response to incidents of child abuse.
- ❖ To take seriously any issue of torture and continue to cooperate in this matter.
- ❖ If there is a need for an investigation into any torture incident, then there should be a proper investigation mechanism in place.
- ❖ Any complaint of the child should be listened to seriously and his opinion should be given importance.
- ❖ BMS partner organizations, parents and any other person responsible will ensure the safety of the child

Child protection is taken seriously in the Code of Conduct, which covers child protection in the Code of Conduct;

- ❖ Note that child sexual abuse and torture by an employee engaged in humanitarian and development activities is serious misconduct that may result in dismissal.
- ❖ Never engage in any form of sexual activity with a child/children, regardless of age or local age of consent. Indulging in any sexual activity with child/children is prohibited. A mistaken belief or assumption as to the child's age is not sufficient as a defense.
- ❖ Never take advantage of the vulnerability of any disenfranchised population, especially women, children or persons in distress.
- ❖ From activities that may create unintended situations when working with children.
- ❖ Always refrain and never do anything that poses a risk of child abuse.
- ❖ Pornography: Keep your workplace completely free of pornography (pornographic images, videos or books etc.). Never use company-provided technology or technical equipment, such as the Internet, computers, etc., to view or distribute pornography. All dealings or transactions related to child pornography in and outside the workplace are strictly prohibited.

Below are the things that, BMS considers as child abuse:-

Physical abuse	mental breakdown	sexual harassment	negligence
<ul style="list-style-type: none"> • Beating • caught by the throat • Etched/Acidized • Burn • Cutting the hair off the head • Slap • Child marriage Child marriage • child labor • baby pacha 	<ul style="list-style-type: none"> • abuse • Making Jokes about physical disability/weakness • Always blaming • Knocking or cutting • to doubt unnecessarily • Not allowed to go to father's house • Not allowed to work or go out • Talking • disparagingly about • parents • Ignoring the child's words • eyes painted • Look at the girl with a careless look • Child marriage or divorce • Not allowed to go to school 	<ul style="list-style-type: none"> • Hands on • Commenting on clothes and bodies • child marriage • Establishing physical relations • Making sexually suggestive organs • Making Sexual jokes • No/Sending or showing indecent images on mobile • Talking nonsense, SMSing • Sending porn pictures by e-mail • Take pictures and edit them on the internet or Facebook • Talking or teasing on the phone • Posting photos or videos of intimate moments on the internet while pretending to be in love. • Grouping multiple people at the same time to make one mobile • Undressing small children 	<ul style="list-style-type: none"> • It is the failure to meet the basic needs of the child such as food, equipment, shelter, medical care, education and care, etc., which the child needs for survival, protection and development. • Not bathing, feeding or caring for the child on time. • Not giving importance to illusions. • Not giving time to the child. • Ignoring children's entertainment. •

Personal conduct outside of BMS work:-

BMS will not interfere in any way with the values that govern the personal lives of BMS employees, associates, inspectors and managers. However, outside of working hours, anyone who does any work contrary to this policy will be considered to have violated the policy.

BMS staff, associates, inspectors and managers must maintain child protection policies. They need to have a high level of awareness of how their behavior is perceived both on and off the job.

Implementation, monitoring and sanctioning of child protection policies:-

BMS and Branch Offices are responsible for implementation of Child Protection Policy. The Chairperson of BMS will be responsible for the implementation of this policy. There is an obligation to monitor the implementation of child protection policies and the code of conduct of staff at all levels to ensure compliance with child protection policies. Violation of this policy and failure to comply may result in the following disciplinary action;

- In case of workers and managers. There will be retrenchment and even dismissal.
- In case of Associates and Inspectors: All types of relationship may be severed including termination of contract.
- Appropriate legal action will be taken against persons involved in special needs.

Must do for everyone including inspectors:-

- Treat children with dignity and respect at all times, taking into account the rights of children.
- Always be careful. Be sensitive to children. Also be on the lookout for any signs of bullying for them.
- Be mindful of cultural sensitivity. If the visiting person/group wants to know about any particular cultural sensitivities existing in a society or community, do not hesitate to ask questions about it.
- In the event of any child abuse or harassment, report the matter to the relevant authorities. If any incident or situation appears to you that a child is at risk or being abused, report the matter to the appropriate authorities.
- Always act in the 'best interest of the child'.
- Take into account the social and cultural norms and values of the particular population.

Excluded, however, for all including inspectors:-

- Doing any act that may be abusive to the child or put the child at risk of abuse.
- Using language or giving advice or counsel that is inappropriate, offensive or abusive.
- Shaming, humiliating or humiliating children or using any behavior or language intended to cause emotional abuse that hurts them.
- Forming relationships with children for the purposes of exploitation or abuse.
- Spending time alone with children away from others.
- Cuddling, kissing, hugging or touching children in a manner that is not in accordance with social norms.
- Smoking and intoxicating.

- Behaving in a physically inappropriate or suggestive manner.
- Doing personal tasks that children can do on their own.
- Encouraging or engaging in any illegal, abusive or unsafe behavior against children.
- Prejudice or discriminate against a particular child by setting them apart from other children.
- Making physical/sexual contact with children.
- Taking a child away from his or her community (even if the child has permission).
- Invite children to accompany them (visitors).
- Arrange overnight stays in local communities.
- Bringing various visitors without permission.
- Going directly to local communities without following the organizational process of visiting with BMS staff.
- Surreptitiously giving money/gifts or enticing a child.

What to do about visitors' photos/videos of children:-

- Permission must be obtained from the child and his/her parent or guardian before taking photographs.
- Children should be photographed and used in a way that gives them dignity and respect. Children should not be portrayed as harmed or victimized through images. Children should not be presented in a helpless or kneeling position through pictures or images.
- Children should wear necessary clothes in the picture. Photographs must not be in any position or pose that may appear to be sexually appealing to children.
- Protect the safety and privacy of the child and all members of his/her family. So don't use their pictures on the internet without getting their consent.
- The child or his/her family should not be represented in various media in such a way that others may identify their position and their privacy and dignity may be compromised.

If you have any concerns or doubts about child protection, report the matter to the authorities:-

- All BMS staff should be trained in child protection monitoring and reporting. All visitors should learn from BMS staff or interpreters what is appropriate and appropriate behavior in light of child protection and the local cultural context of a society.
- If you think a child has been abused or is at potential risk, report your concerns immediately to the BMS responsible person.