



Turning Point Foundation

Let's enlighten ourselves with the light of hope,
overcoming all obstructions of life

CHILD PROTECTION POLICY

Dhaka, Bangladesh

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Child Protection Policy

1. Preamble:

Turning Point Foundation is committed to the well being of children and the child centered activities are based on principles of the Convention of the Rights of Children 1989 and the Declaration of Human Rights 1948. These are:

- Best interest of the child
- Non discrimination
- Freedom of expression
- Respect for child opinion in matters affecting him/her
- Participation of the child

The Executive Committee of Turning Point Foundation shall approve and review this policy every three years.

2. Aim and Application:

Turning Point Foundation does not tolerate any form of child abuse or exploitation. The policy aims at ensuring that the organization has procedures in place to prevent and deal with child abuse and exploitation by any staff, partner or other affiliate. The policy applies to all board members, staff members, volunteers and other personnel of the organization and of partners, sub-contractors, supporters and donors and other stakeholder involved directly and indirectly.

3. Guiding principles:

The policy follows four guiding principles:

- 3.1. Zero tolerance of child abuse
- 3.2. Recognition of children's interests
- 3.3. Sharing responsibility for child protection
- 3.4. Use of a risk management approach.

4. Definition of a child:

Any person under the physical age of 18 years is child.

5. Plan of Action

To protect the children from abuse following action will be integral part of the organization:

- 5.1. **Awareness:** We will ensure that all staffs and others are aware of the problem of child abuse and risks to children with disabilities and without disabilities.
- 5.2. **Prevention:** We will ensure, through awareness and good practice, that staff and others minimize the risk of all children.
- 5.3. **Reporting:** We will ensure that staff and others are clear about what step to take where concerns arise regarding the safety of the children.
- 5.4. **Responding:** We will ensure that action is taken to support and protect the children where concerns arise regarding possible abuse.

6. Implementation procedures

- 6.1. All staff members of the organization will sign and abide by the attached code of conduct.
- 6.2. All staffs and volunteers will have access to a copy of the child protection policy.
- 6.3. Induction will include briefing on child protection issues.
- 6.4. All partners and stakeholders will sign and abide by the code of conduct.
- 6.5. Any complaint, accusation, or breach of the "Child Protection Code of Conduct" shall be reported to the Executive Director or assigned person and will be investigated immediately.



7. Child protection code of conduct

I, engaged by the Turning Point Foundation, agree that while working with the organization and implementing organizational activities (including donor funded activities), I will:

1. Treat children with respect regardless of race, color, sex, language, religion, political or other opinion, national, ethnic or social origin, disability, or other status
2. Not use language or behavior towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate
3. Not to hit, assault physically, or abuse any of children either physically or psychologically.
4. Not engage children in physical relationship or any form of sexual or abusive activity or acts.
5. Wherever possible, ensure that another adult is present when working in the proximity of children
6. Not invite unaccompanied children into my home, unless they are at immediate risk of injury or in physical danger
7. Not sleep close to unsupervised children unless absolutely necessary, in which case I must obtain my supervisor’s permission, and ensure that another adult is present if possible
8. Use any computers, mobile phones, or video and digital cameras appropriately, and never to exploit or harass children or to access child pornography through any medium.
9. Refrain from physical punishment or discipline of children (excluding my own children)
10. Not hire children for domestic or other labor which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury
11. Discriminate against, show different treatment, or favor particular children to the exclusion of others.
12. Not act in ways intended to shame, humiliate, belittle or degrade the children or otherwise perpetrate any form of emotional abuse or may place a child at risk of abuse.
13. Comply with all relevant national and local legislation, including labor laws in relation to child labor
14. Immediately report concerns or allegations of child abuse in accordance with appropriate procedures.
15. Immediately disclose all charges, convictions and other outcomes of an offense, which occurred before or occurs during association with organization that relate to child exploitation and abuse.
16. When photographing or filming a child for work related purposes, I must
 - 16.1. Before photographing or filming a child, assess and endeavor to comply with local traditions or restrictions for reproducing personal images
 - 16.2. Before photographing or filming a child, obtain consent from the child or a parent or guardian of the child. As part of this I must explain how the photograph or film will be used
 - 16.3. Ensure photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should be adequately clothed and not in poses that could be seen as sexually suggestive
 - 16.4. Ensure images are honest representations of the context and the facts
 - 16.5. Ensure file labels do not reveal identifying information about a child when sending images electronically.

I understand that the onus is on me, as a person engaged by the Turning Point Foundation, to use common sense and avoid actions or behaviors that could be construed as child abuse when implementing the organizational activities. I understand that any breach of this code of conduct will not be tolerated by the organization and will be cause for dismissal from my position.

Signature:

Full Name:

Date: