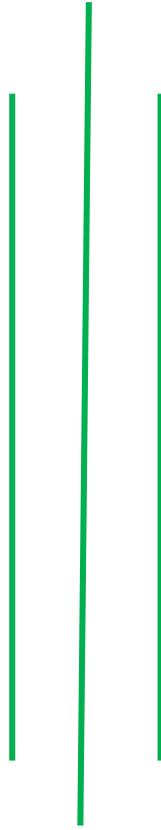


Child Safeguard Policy



Institute for Integrated Development Studies (IIDS)

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Institute for Integrated Development Studies (IIDS) is committed to create and maintain prevention of child abuse and exploitation. We resiliently denounce all forms of child abuse and exploitation, within or outside our organization, and always counter any case of child abuse.

The goal of this policy is to defend children from exploitation and abuse during the delivery of IIDS's work. The objective of this policy is to create, maintain and monitor safe and positive environments for children in the delivery of IIDS work.

Our Policy is based on:

- The organization's vision and mission (see <http://www.iids.org.np/>).
- UN Convention on the Rights of the Child.
- Child protection act and policies of Government of Nepal.
- Our commitment to protecting children with/for whom we work.

Our child protection policy aims to:

- Form an environment of protection so that all children and adults in our organization are safe and protected. IIDS staff strives together for child protection.
- Make children aware of their rights and their active role in child protection.
- Encourage staff to apply the skills needed to contribute to each child's development.
- Ensure that all staff has the working conditions needed to contribute to each child's development.
- Inform children, staff, board members, and other related institutions about the child protection policy and related procedures (awareness, prevention, reporting, responding).
- Foster open and honest discussions on child abuse in national meetings and workshops.
- Put in place fair, secure and transparent reporting channels in each programme/project.

The key part of our child protection policy includes:

- Awareness: we will ensure that all staff and others related are aware of the problem of child abuse and the risks to children.
- Prevention: we will ensure, through awareness and good practice, that staff and others minimise the risks to children.
- Reporting: we will ensure that staff and others are clear what steps to take where concerns arise regarding the safety of children.
- Responding: we will ensure that action is taken to support and protect children where concerns arise regarding possible abuse.

Standards of behavior

The following standards of behavior are the minimum requirements for all employees and associates of IIDS when they come into contact with children, with the overriding principle of ensuring the best interests of the child at all times.

1. When in contact with children all employees and associates
 - At all times treat children with respect, value their views and take them seriously,
 - Strive to understand children within the context in which they live,
 - Work with children in a spirit of co-operation and partnership based on mutual trust and respect and in ways that enhance their inherent capacities and capabilities, and develop their potential.

2. Employees and associates must be especially aware of potential abusive situations when working with children and must avoid actions and behavior which includes:
 - Physical assault of children and cruelty against them.
 - Develop sexual relationships with children.
 - Develop relationships with children that could in any way be deemed exploitative or abusive.
 - Bully, humiliate, or emotionally abuse children.
 - Act in ways that may place a child at risk of abuse.
 - Threaten children with any form of abuse or neglect.
 - Engage children in work that is exploitative, dangerous, or prevents participation in education or having a childhood.
 - Using language, make suggestions or offer advice which is inappropriate, offensive or abusive.
 - Have children with whom they are working stay overnight at their home unsupervised.
 - Discriminate against, show differential treatment, or favor particular children to the exclusion of others.

3. It is important for all employees and associates in contact with children to:
 - Be aware of situations which may present risks and proactively manage these risks.
 - Plan and organize the work and the workplace so as to minimize risks.
 - Ensure that a culture of openness exists to enable any issues or concerns to be raised and discussed.
 - Ensure that a sense of accountability exists between employees and associates so that poor practice or potentially abusive behavior does not go unchallenged.
 - Avoid situations in which an adult is alone with a child or where no other adult is present.