



# राजसमन्द जन विकास संस्थान

(महिला उत्थान एवं अधिकारों के लिये समर्पित)

क्रमांक: 1581/2020

दिनांक 14.15.2020.....

## RAJSAMAND JAN VIKAS SANSTHAN CHILD SAFEGUARDING CODE OF CONDUCT FOR MEMBERS

The Rajsamand Jan Vikas Sansthan child safeguarding policy sets a standard for Rajsamand Jan Vikas Sansthan staff members, trustees, interns, freelancers, agency workers, volunteers and other partners in order to safeguard children with whom Rajsamand Jan Vikas Sansthan has direct or indirect contact.

This code of conduct provides guidance on appropriate and expected standards of Behaviour of adults towards children. It has been designed to give all who work with Rajsamand Jan Vikas Sansthan the confidence to carry out their role and to ensure that positive relationships are developed. This is not an exhaustive list and should be interpreted in a spirit of common sense. Everyone should avoid actions or behaviour which may constitute poor practice or potentially abusive behaviour towards children and should ensure that a culture of openness exists empowering children.

When working with children you must always:

- Avoid working alone and spending excessive time with a child and be aware of situations which may present risks. You should plan your work so that, at least, two adults are present at any time and avoid taking children to your home or go to their home, especially, where they may be alone with you. If working alone is unavoidable, you should move to an area where you and the child can both be seen by other colleagues or other adults.
- Avoid inappropriate physical contact with a child. If a child is hurt or distressed, comfort or reassure him / her without compromising his / her dignity or doing anything to discredit your own behaviour.
- Be appropriately ensure that language is moderated in their presence and refrain from adult jokes or comments which are clearly unsuitable.
- Pay attention to what the children are saying and respond / report appropriately.
- Plan activities in advance to ensure they take into account the age range, gender and needs and ability of all participants.

सहयोगी संगठन: राजसमन्द महिला मंच

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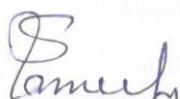
Website: rjvs.org.in

- Be familiar with the procedure for reporting at Rajsamand Jan Vikas Sansthan or the partner organization and immediately report any concerns related to the child 's welfare to the designated person .
- Maintain confidentiality.

When working with children you must never

- Hit or other wise physically assault /them or a cerain ways that may be abusive or may place the child at risk of abuse.
- develop physical /sexual relationships with them ,behave in a manner which is in appropriate or sexually provocative ,or develop relationships which could in any way be deemed exploitative or abusive .
- Use language ,make suggestions or offer advice which is in appropriate offensive abusive .
- Have a child with whom you are working to stay over night at your home unsupervised .
- Condone or participate in behavior of a child which is illegal unsafe or abusive.
- Act in ways intended to shame, humiliate ,belittle or degrade children or other wise perpetrate any form of emotional abuse ,discriminate against, show differential treatment or favor particular children to the exclusion of others.
- Allow allegations made by a child or concerns about their welfare go unrecorded or not acted upon .

signature:



Shakuntala Pamecha

Director

Rajsamand Jan Vikas Sansthan

निदेशक

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