



CarNetNepal Child Safe guarding and vulnerable adults Policy 2018

Introduction

In pursuant to UNCRC, Constituent of Nepal, National Child policy and CarNetNepal constitution for child protection policy and Christian identity, CarNetNepal affirms commitment to being child safe organization. As such, CarNetNepal is committed to creating and maintaining an environment where children are protected by instituting measures to prevent and response to abuse, neglect, exploitation, and all others forms of violence against children.

In alignment with Children at risk Nepal core values, policies, constitution and in keeping with guiding principles for Christian living, biblical stewardship, responsibility to support and protect children, CarNetNepal employees, board members, members, volunteers and representatives and ongoing desire for organizational excellence, executive board has approved this policy. We believe that Child protection is everyone's responsibility, at both level the institution and individual level.

CarNetNepal will take all steps possible to avoid putting children at risk of harm and will take steps to minimize and mitigate any children related risks, such as maintaining current and up to date standards in accordance with international and Nepal laws.

CarNetNepal is committed to promoting the security and well-being of beneficiaries, volunteers and staff, and that children and vulnerable adults/adults at risk (men and women) are protected from all forms of harm and abuse, and able to live a life with dignity, respect and security.

A vulnerable adult is a person who is or who may be, aged above 18 in need of services because of mental disability or other disability, age or illness and who may be, unable to take care of themselves or unable to protect themselves against significant harm or exploitation.

Scope

All CarNetNepal Board members, general members, employees, representatives, visitors, sponsors, consultants and volunteers as well as we who may come into direct contact with children as a result of their employment, volunteer activities or through cluster office or program must abide this policy and standards.

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Protection Standard Outline

Awareness raising, sensitizing and training of staff in child protection and Vulnerable Adults policies

Recruitment, necessary and satisfactory searches to deter persons with child and Vulnerable Adults related offences

Internal reporting mechanism and management processes for allegation of child and Vulnerable Adults abuse.

Visitors' requirements in relation to child and Vulnerable Adults protection

Confidentiality of information relating to children and Vulnerable Adults

Communication guidelines regarding children and Vulnerable Adults

Ensuring that measures are taken to prevent risks to children and Vulnerable Adults participating in projects or programs

Responsibility

Every CarNetNepal Board members, employee, volunteer or representative is responsible for:

Be familiar with child protection and Vulnerable Adults policy and guidelines

Reporting any instances of child abuse and taking appropriate action in accordance with the standards

Ensuring child protection training program in place

Ensuring all new employees, representatives and volunteers are provided appropriate orientation and training surround child protection polies and standards

Staff and representatives must ensure that their behaviour promotes and allows children and vulnerable adults/adults at risk to live free from:

- Harm and Abuse, (Physical, sexual (including sexual harassment) and emotional (including the abuse of power / trust and coercion)
- Exploitation - (physical & sexual)
- Neglect
- Discrimination
- Human Trafficking

This policy provides guidance to all CarNetNepal Staff and representatives to understand the importance of safeguarding children and vulnerable adults/adults at risk and their responsibilities to do so at all times, by:

- Upholding the dignity and respect of children and vulnerable adults/adults at risk;
- Taking preventative steps to ensure a safe environment for children and vulnerable adults/adults at risk; and
- Responding quickly and appropriately to concerns raised.

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Prabhu *Rishi* *Jal* *Dhruv* *Arjun*

Principles (Biblical Mandate)

Matthew 19:14, Luke 14:13-14

Operating policy

The rule of behavior to protect Children and Vulnerable Adults are based on local and culturally appropriate interactions with children and are included in each National Child protection policy.

Acceptable behavior

CarNetNepal Board members, employees and volunteers:

- Are careful about perception and appearance in their language, actions and relationships with children and their behavior demonstrates respect for children & Vulnerable Adults and their rights
- Ensure that physical contact with children is locally appropriate
- Use positive, non-violent methods to children's behaviour and Vulnerable Adults
- Accept responsibility for personal behaviour and actions as a representative of the organization
- Are always accountable for their response to child's and Vulnerable Adults' behaviour, even if child and Vulnerable Adults behaves in a sexually inappropriate manner; adults being placed in a comprising or vulnerable position with children and Vulnerable Adults
- Comply with child protection and vulnerable adults related investigations and make available any documentary or other information necessary for the completion of the investigation

Unacceptable behavior

- Behave in an inappropriate physical manner or unnecessary physical contact or develop a sexual relationship with child and Vulnerable Adults
- Touch, hold, kiss and hug, in an inappropriate
- Use inappropriate languages or words or advice
- Spend time with alone child and Vulnerable Adults in secluded area or closed doors
- Close relationship with a child or Vulnerable adults in relation to whom they are in a position of trust
- Harmful traditional practices
- Hire children in any form of child labour
- Hit or use corporal punishment against child and Vulnerable Adults
- Take alone without permission of parents

Prepared By: ED, Endorsed by: EC, April 02, 2018

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