

POLICY ON CHILD PROTECTION



THE UNIVERSITY OF TRANS-DISCIPLINARY
HEALTH SCIENCES & TECHNOLOGY



The University of Trans-Disciplinary Health Sciences & Technology

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Child Protection Policy (CPP)

1. Policy	Child Protection Policy (CPP)
2. Definition of a child	A child is defined as any person under the age of 18 years.
3. Purpose of Child Protection Policy (CPP)	<p>The University of Trans-Disciplinary Health Sciences and Technology (TDU), has a zero tolerance approach to child exploitation or abuse towards a child and is committed towards protecting the safety and well-being of children. TDU has adopted this Child Protection Policy ("CPP") requiring the faculty, research fellows, consultants, administrative staff, housekeeping, security and garden and others to conduct themselves appropriately with the children who participate in school programs / workshops / visits as well to take reasonable measures to ensure the safety of such children.</p> <p>This policy reinforces TDU's commitment to the rights of the children and their safety and wellbeing and aims to define the behaviours and actions that constitute child abuse or maltreatment. Additionally, TDU will lay out the expectations for behaviours' the scope of application of the policy and guidelines for reporting and redressal.</p>
4. Scope	The CPP is applicable to all the staff of TDU (part-time and full-time employees of TDU) and any other person who has been bound to the CPP as per their contractual agreement with TDU.
5. What constitutes child abuse or maltreatment	Child abuse or maltreatment constitutes all forms of physical and/or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the child's health, survival, development, or dignity in the context of a relationship of responsibility, trust or power (Source: A report of the consultation on child abuse prevention, WHO, Geneva, 29-31 March 1999).
6. Guidelines & Terms of Reference	<p>6.1. Expected Conduct:</p> <p><i>6.1.1 Expected Behaviours and Actions</i></p> <ul style="list-style-type: none"> • Treat every child with empathy and respect, regardless of their race, colour, gender, sexuality, language, religion, religious belief, heritage, political/ other opinion, national/ ethnic/ social origin or property/ disability/ birth/ other status. • Listen to children and respect their views. • Ensure that physical contact with a child is respectful, culturally appropriate and Prohibited Behaviour and Actions • Do not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning, intimidating, offensive, discriminatory or culturally insensitive. • Establish an atmosphere that fosters the development of children through actions and words. • Always take permission from children before taking their photos or videos. • The implementing team attend all the applicable training sessions and workshops on the CPP conducted by the TDU and implement the lessons learnt from such sessions and workshops. • Keep all personal information about children or their parents/guardians confidential and secure and ensure that such information is dispensed to only those individuals who are legitimately entitled to it. <p><i>6.1.2 Prohibited behaviour and Actions</i></p> <ul style="list-style-type: none"> • Do not use any form of corporal punishment on children.



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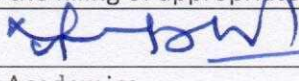
- Do not place a child in an environment where there is the risk of harm or abuse and essential to the purpose of your interaction with the child. do not harm or abuse any child physically, emotionally or sexually.
- Do not share with or show children (electronically or in any other form) inappropriate content including pornographic material or material encouraging crime, violence, terrorism, racism, sexism, self-harm, suicide, cruelty and gambling.
- Do not develop, induce or support physical or sexual relationships with children, in any way.
- Do not use or encourage the use of alcohol, drugs, cigarettes or other intoxicating substances while interacting with children or provide such intoxicating substances to children.
- Do not develop any form of relationship or arrangement (financial or otherwise) with children which could in any way be deemed to be exploitative or abusive.
- Do not use child labour in any form.

6.2. Redressal Mechanisms

6.2.1 Any suspected breach of the CPP should be brought to the immediate attention of concerned authorities or to the purview of the Grievance and Redressal Committee. A report shall be made with details of the complaint. 6.2.2 The Committee shall then meet and jointly decide upon the appropriate course of action.

6.2.3 For minor offenses, which are non-life-threatening and/or non-sexual violations, the following penalties may be meted accordingly:

- a) First offense: Warning and reprimand
- b) Second offense: Suspension of employment or association for a period of not less than 3 Months
- c) Third offense: Termination of contract/employment for major offenses, which are life-threatening and sexual violations, the following penalties shall be meted accordingly
- d) Automatic indefinite suspension pending investigation on the matter. If found guilty: termination with a perpetual ban from enlistment, or any form of association and the filing of appropriate legal actions.

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