



# INDIA SPONSORSHIP COMMITTEE

Mathuradas Estate Bldg. No. 1, 2nd Floor, 43/45 Colaba Causeway, SBS Road, Mumbai - 400 001.

E-mail : indiasponsorshipcommittee@gmail.com Tel : 022 2204 0321, 2202 1287

## Code of Conduct – Child Protection

I \_\_\_\_\_ (Insert your name),

as \_\_\_\_\_ (Insert your role), at India Sponsorship Committee declare that I have read the India Sponsorship Committee Child Protection Policy. I agree that during my association with India Sponsorship Committee I will comply with the Child Protection Policy and following Code of Conduct. I am aware that any violation in any form from my end, will make me liable to action as per the child protection policy.

I will -

1. Be kind, friendly and caring towards the children and treat all children with dignity and respect
2. Work towards providing an enabling environment for every child's growth and development including those children who have special needs or are vulnerable
3. Talk to children and encourage them to ask questions, raise any concerns in school or in Balgram and communities
4. Recognise the development needs and capacities of the children, need for bridge classes and counselling and avoid excessive load or competition that may make the children low and disinterested
5. Empower children, discuss with them their rights, what is acceptable, unacceptable and what they can do if there is a threat
6. Be sensitive of situations which may have risks of harm, injury or abuse and take precautions to avoid them
7. Confront and question any untoward or risky work practices
8. Be conscious that children are watching me as a role model and try and set good examples
9. Will treat all children with respect regardless of caste, class, gender, language, religion, ethnic or social origin disability or other status.
10. Encourage and respect children's voices and views at all times
11. Will obtain consent from the child when photographing or filming a child for work related purpose
12. Will ensure that photographs, films or videos present children and their families in a dignified and respectful manner
13. Maintain confidentiality about all records or any private information about children or their families or their status
14. Know the ISC framework and the committee members in my workplace to go to in case of any need for reporting any incidence
15. Will report suspected or alleged abuse immediately to the designated person or committee in charge at the project
16. Extend all support and cooperation towards the inquiry process, if a case is occurred, in the spirit of best interest of the child



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I will not. -

1. Behave in a way that will cause physical pain or injury to any child in any manner for the purpose of discipline or otherwise, including use of corporal punishment
2. Ask children for sadan/office or any other personal labor which is inappropriate and interferes with their time for education and recreational activities
3. Conduct close door meetings or situations with a child
4. Behave or act in any way that intends to embarrass, shame, humiliate or degrade any child
5. Accept or demand goods, gifts or services from any child/adults or anyone in the allied services, for services rendered as part of my work for the child
6. Take unfair advantage of any professional relationship or use the children/home/school/centers to further personal interests
7. Use language, which is derogatory, culturally inappropriate, harassing, abusive, sexually provocative or demeaning no matter what the reason, academic progress or emotional matter
8. Engage in sexual activities with children or behave in a way that is sexually provocative, including use of sexually suggestive comments, gestures, use of media, or any other ways that can have sexual connotations as described in the ISC's Child Protection Policy
9. Intrude into any personal space of children
10. Drink alcohol, smoke or use illegal substances when working with children
11. Not take photos or videos of children, unless asked officially with a consent from children and directed by project Head
12. Access or make pornography available to anyone working on the premises using the internet connection of the organization or private mobile network
13. Will not bypass the local authorized person to inform, discuss or give interview about any incident or any other aspect unless instructed to do so by the organization

Signature:

Designation:

Date: