



Aas Health Foundation

Swayambhu Apt 2, Near Nasare Sabhagruh,
Hudkeshwar Road, Nagpur – 440034.

Child Protection Policy

Introduction

Aas Health Foundation (AHF) is committed to ensuring the safety, well-being, and protection of all children who come into contact with our organization. This policy provides guidelines to prevent harm to children and ensure that our staff, volunteers, and stakeholders adhere to the highest standards of child protection.

Purpose

The purpose of this policy is to:

1. Safeguard children from abuse, neglect, exploitation, and harm.
2. Establish clear procedures for identifying and responding to child protection concerns.
3. Promote a culture of accountability and respect within AHF.

Scope

This policy applies to all staff, volunteers, consultants, contractors, partners, and visitors working with or representing AHF in any capacity.

Key Principles

1. *Best Interests of the Child*

The welfare and best interests of the child shall be the primary consideration in all activities and decisions.

2. *Zero Tolerance for Abuse*

AHF has a zero-tolerance policy toward any form of child abuse, exploitation, or neglect.

3. *Confidentiality*

Child protection concerns will be handled with confidentiality, respecting the child's rights and ensuring their safety.

4. *Participation and Empowerment*

Children have the right to express their views and participate in matters affecting them, in a manner appropriate to their age and maturity.

Definitions

1. Child: Any individual under the age of 18 years.
2. Child Abuse: Includes physical, emotional, sexual abuse, neglect, and exploitation in any form.
3. Safeguarding: Measures taken to protect children from harm, promote their welfare, and ensure safe environments.

Responsibilities

1. *Staff and Volunteers*

- Ensure all interactions with children are respectful and professional.
- Report any concerns or suspicions of abuse immediately.
- Complete mandatory child protection training provided by AHF.

2. *Aas Health Foundation*

- Develop, review, and enforce the child protection policy.
- Ensure robust recruitment practices, including background checks.
- Establish mechanisms for monitoring and reporting child protection issues.

3. *Partners and Contractors*

- Abide by AHF's child protection policy.
- Implement their own child safeguarding measures aligned with AHF's standards.

Code of Conduct

All staff, volunteers, and associates must:

1. Treat children with dignity and respect.
2. Avoid any inappropriate physical or verbal behavior with children.
3. Ensure activities involving children are age-appropriate and safe.
4. Avoid being alone with a child in private settings unless necessary and with proper consent.
5. Report any breaches of the policy or concerns about child safety.

Reporting and Response

1. Reporting

- Any suspicion or allegation of child abuse must be reported immediately to the designated Child Protection Officer (CPO) or the senior management team.
- Reports can be made anonymously if necessary.

2. Response

- The CPO will investigate the concern promptly and fairly, following AHF's internal procedures.
- If required, the matter will be referred to local authorities or child protection services.

3. Protection for Whistleblowers

- AHF ensures that individuals reporting concerns in good faith are protected from retaliation.

Recruitment and Training

1. Recruitment Practices

- All staff and volunteers must undergo background checks, including police verification.

- References must be verified to ensure candidates have no history of harming children.

2. Training

- All staff and volunteers will receive child protection training during induction and regular updates thereafter.

Monitoring and Review

- The child protection policy will be reviewed annually to ensure it remains effective and relevant.
- Feedback from staff, volunteers, and stakeholders will be incorporated into the review process.

Contact Information

For any concerns or inquiries about this policy, please contact:

Child Protection Officer (CPO)

Aas Health Foundation

Help@ashealthfoundation.com

7304317605

Acknowledgment

All staff, volunteers, and associates must sign an acknowledgment form to confirm they have read, understood, and agree to abide by this policy.

Approved by:

Dr. Kamlesh Kakde

Secretary,

Aas Health Foundation

Date: