

KHANDWA DIOCESE
CHILD PROTECTION POLICY
&
Guidelines to Deal with Sexual Harassment
at Work Place

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SECTION A: THE ORGANIZATION

Khandwa Diocese is a non-profit, non-government organization (NGO) registered in the year 1977 with the objective to provide and / or administer churches, chapels, schools, hostels, convents, orphanages, poor homes, missions, nurseries, institutes, hospitals, dispensaries and other religious, educational and charitable institutes in India. It will negotiate and enter into any agreements with the State Government, University, Municipality or any other public or private organization / authority which may seem conducive or beneficial to any of the objects of the Society or be intended to enhance, improve or render more efficient any property right, privilege, work or activity of the Society. It will also enter into and carry out arrangements for joint working, or for amalgamation with any other association, society or institutions having objects within the objects of the Society.

Vision of Khandwa Diocese

Witness to the God's Word (Holy Bible) and Service to His People

Mission

Enlightened by the Word of God (Holy Bible) and guided by the Holy Spirit, We priests, religious, and laity are committed to bear witness to the values and way of Jesus Christ by serving the marginalized and underprivileged and thus building up faithful and life-giving Christian Communities.

Goals

- to provide and / or administer churches, chapels, schools, hostels, convents, orphanages, poor homes, missions, nurseries, institutes, hospitals, dispensaries and other religious, educational and charitable institutes in India.
- It will negotiate and enter into any agreements with the State Government, University, Municipality or any other public or private organization / authority which may seem conducive or beneficial to any of the objects of the Society or be intended to enhance, improve or render more efficient any property right, privilege, work or activity of the Society.
- To teach, guide, strengthen the faithful to live the Gospel values upholding human dignity and the common good.
- Promoting quality education to children and common people through improvement in educational system.

- Promoting Human Rights and Gender Equality through leadership development.
- Enhancing/improving health-care system with special focus on women and children.
- Social Development by building capacities of the key stakeholders and work for the integral development of the weak, marginalized and underprivileged.
- Environmental Conservation and Protection - God's Creation.

SECTION-B: The Challenge

B1.Need to protect children from criminal exploitation and abuse

The need to protect children is a grave responsibility of all people in all communities. Children across the country are subjected to criminal exploitation and abuse and they experience sexual, emotional, psychological, and physical violence. Many are forced into inhuman condition of physical labour, slavery including commercial sexual exploitation.

Children who are exploited and abused experience a greater likelihood of long-term consequences, including mental health issues, reduced educational outcome, drug and alcohol abuse and increased likelihood of coming into contact with anti-social elements. At its core, child exploitation and abuse undermines a child's right to grow up safely to a normal adult human being.

B2.Rationale for the Child Protection Policy

It is well recognized that adults who have a responsible role in working with or supporting children are in positions of trust and authority. The relationship between an adult and child is not a relationship between equals. Children are dependent on adults for care, guidance, affection, love and protection.

It is a shared and collective responsibility of all adults to prevent child exploitation and abuse. Khandwa Diocese has adopted this policy in recognition of its responsibilities as an agency involved in religious and human development activities, and is committed to provide values of the Gospel and value education to children, providing a favourable environment to grow, flourish and express their talents to improve the life.

This policy sends a clear message that child exploitation and abuse is not tolerated in the organization and attracts severe disciplinary action as well as legal penalties under various existing laws enacted by the Government for the protection of children.

SECTION-C: Goal, objective & Scope

C1.Goal: To protect children from exploitation and abuses of all kinds in the course of providing services by Khandwa diocese personnel.

C2.Objective: The prime objective of the policy is to set basic standards and procedures on child protection, that seek to ensure that the schools, hostels, education centres (formal and non-formal), holistic child development programme, vocational training centres, and the places where children assemble to maintain a safe and secure environment for them to participate without fear of personal danger.

C3.Scope: Specifically the policy seeks to protect children from abuse and molestation by encouraging good and healthy practices among all staff members of Khandwa Diocese and preventing their behaviours that may be abusive to children. All the priests, sisters, brothers, project staff, partners, benefactors, volunteers, interns and the field staff, who are directly or indirectly providing services for children will come under its purview. This policy will be reviewed as per need and necessary amendment will be made for its application to changing times.

Section D: Guiding principles

The policy is guided by the following principles:

D1. Zero tolerance of child exploitation and abuse

Khandwa Diocese does not tolerate child exploitation and abuse. Any type of exploitation and abuse of children will lead to immediate legal and disciplinary sanctions. Khandwa Diocese wants to prevent the risks of child exploitation and abuse, associated with delivering their service, aid activities and trains its staff on their obligations. Khandwa Diocese will not knowingly engage—directly or indirectly—anyone who poses an unacceptable risk to children. Khandwa Diocese will not support any individual or stakeholder who does not meet Khandwa Diocese’s child protection compliance standards in their operations and activities.

D2. Recognition of the best interest of the child

India is signatory to the United Nations Convention on the Rights of the Child (UNCRC), and Khandwa Diocese is committed to upholding the rights and obligations under this convention.

Khandwa Diocese recognizes that some children, such as those with disability and children living in areas impacted by poverty and deprivation, are particularly vulnerable. We uphold and give due recognition to the legislations enacted by the Government of India to protect children from exploitation and abuse.

D3. Sharing responsibility for child protection

To effectively manage the risks to children, Khandwa Diocese requires the commitment, support and cooperation of all the priests, sisters, brothers, staff, project partners, volunteers and field staff. They must meet the terms of this policy as relevant and must be held accountable, through agreement, monitoring, review and discussion, for complying with it.

D4. Risk management approach

While it is not possible to eliminate all risks of child exploitation and abuse, careful management can prevent the risks to children that may be associated with service activities. These are identified during initial risk assessments and are managed for the duration of the project activity.

D5. Procedural fairness

Khandwa Diocese uses fair and proper procedures when making decisions that affect a person's rights or interests. Our priests, sisters, brothers, staff and partners are expected to adhere to this principle when responding to concerns or allegations of child exploitation and abuse. No attempt will be made to cover up a case, despite the abuser's position or status.

Khandwa Diocese realizes that children constitute a special group of individuals with basic rights. Young children are a most vulnerable group who not only need care and protection, but also an enabling environment for their overall development. Children from poor socio-economic background are in a greater danger due to poverty, lack of parental care and educational opportunities; they are prone to abuse and exploitation. More vulnerable the category of children are, fairer will be justice meted out to them.

Using child protection as a core principle, the organization strives to ensure that measures and systems are in place, at various centres and contact points, where children are protected from every form of abuse and maltreatment.

Section-E:

E1.Purpose

The main purpose of the policy is to protect children from all forms of abuses and create an enabling and safe environment; it is also a tool to enhance the commitment of the organization to provide a child friendly atmosphere through sensitizing persons associated with us to enforce the policy. It is expected that the policy will also work as a tool to protect staff and the organization from risks associated with being in contact with children.

The organization has been rapidly increasing its strength by reaching out to more number of children while providing quality education, healthcare and skill training. In this process the number of staff and volunteers have also grown significantly. Presently we are supporting directly or indirectly more than 2000 children on daily basis with the help of priests, sisters, office staff, formal and non-formal teachers, interns and volunteers who come in contact with children through their work. So, it is important to make everyone associated with us to be accountable to promote child safety. It is both a moral and legal responsibility for Khandwa Diocese. The policy thus seeks to create an organization with wide culture of awareness by promoting and upholding principles of transparency and accountability on matters of child dignity and protection.

Therefore, all the priests, sisters, brothers of Khandwa Diocese, project partners, teachers, interns and volunteers who work with or for the children, are expected to show commitment to the policy and follow the guidelines and procedures of the child protection policy in their involvement with Khandwa Diocese.

E2. DEFINITIONS

Child

A child is recognized as a person who has not attained the age of 18 years.

2. Child Protection

Preventing and responding to violence, exploitation and abuse against children- including commercial sexual exploitation, trafficking, kidnapping, confinement, child labour and harmful traditional practices, such as female foeticide, and child marriage.

Child Abuse

Child abuse has many forms: physical, emotional, mental, neglect, sexual, and blackmailing. Any of this that is potentially or actually harmful to a child's health, growth, survival, dignity and development is an abuse.

4. Physical abuse is when a child has been physically hurt or tortured due to deliberate interaction or lack of interaction by another person, which could have been prevented by any person in a position of responsibility, trust or power. For example, severe corporal punishment inflicted for silly reasons by the parents, teachers and guardians.

5. Emotional abuse is the failure to provide a supportive environment and primary attachment figure for a child so that s/he may develop a full and healthy range of emotional qualities. Emotional abuse is also the act of causing harm to a child's mental development, when they are irrationally controlled by the person responsible for the child. Examples of these acts are restricting movement, threatening, scaring, discriminating, ridiculing, belittling and bullying. In our society a rising concern is the domination of parents and teachers to snub out the inquisitive and questioning attitude of the child, who becomes depressed.

6. Sexual abuse is engaging a child in any sexual activity that he/she does not understand or cannot give informed consent for, or is not physically, mentally or emotionally prepared for. Abuse can be conducted by an adult or a peer child who is physically superior to the victim. This includes using a child for pornography, sexual materials for blackmailing, prostitution and unlawful/unnatural sexual practice.

7. Neglect or negligent treatment is purposeful omission of some or all developmental needs of the child by a caregiver with the intention of harming the child. This includes the failure of protecting the child from a harmful situation or environment when the child needs urgent care. Depriving of education, food, shelter, clothes and medical care are examples of neglect.

8. Blackmailing is done for commercial interest or to take personal revenge, whereby the child has been seduced for salacious activities that are photographed for advertisement, internet or to ask for ransom from the family.

9. Basic rights of a child are:

Right to Survival - to life, health, nutrition, name, fame, image & nationality

Right to Development - to education, care, leisure, recreation, cultural activities

Right to Protection - from exploitation, abuse, neglect, insult & harassment

Right to Participation - to expression, information, ideology & religious practice

10. Staff: All the priests, sisters, brothers, male and female employees of the organization, temporary or permanent, working under the banner of Khandwa Diocese, are covered by the term 'staff'.

SECTION-F: POLICY GUIDELINES

F1. Staff Recruitment Procedure

1.1 Current and potential employees shall undergo a screening procedure to check for any child abuse related criminal record in the past.

1.2 The job interview should include specific questions at the first stage on child protection issues to probe the applicant's attitude, perceptions, experience and approach to working with children relevant to the post applied for.

1.3 The reference name of a competent person who can comment on the candidate's behaviour and work with children should be included in the application.

1.4 During induction of a new employee, the respective coordinator and the Director should observe the "child friendly personality" of the new staff and give feedback to the management committee before final appointment.

1.5 During induction period, feedback would be taken from the community, the peer group and the children about the staff and the impression of children would be taken seriously.

1.6 During recruitment and induction the candidate should be clearly told that a child protection policy exists in the organization and he/she shall be required to be abiding by it.

1.7 Along with the appointment letter a copy of the child protection policy shall be given to the new employee. The employee shall be asked to sign a statement that he/she has read the policy and shall abide by it.

F2 Training and orientation

2.1 All existing staff shall be given full orientation on this policy as part of ongoing training programmes of Khandwa Diocese.

2.2 Specialized orientation for child protection shall be provided for staff working directly with the children.

2.3 Orientation on Gender equality and protection of girls against sexual harassment at workplace has to be conducted for all the staff.

F.3 Reporting and case management

3.1 The prime responsibility of reporting lies with the programme coordinator of the respective department. In case the coordinator is not taking any action in the matter, then the report should be made by the project partner to the Director.

3.2 The coordinator will work together with the managing Committee and the Director on all child protection cases.

3.3 If the coordinator is being implicated, the matter should be immediately reported to the Director.

3.5 The matters are to be treated in strict confidence in the interest of the child, the accused, the reporter, and the organization.

3.6 Reports that are made maliciously or in bad faith, shall warrant strict disciplinary action by the Director.

3.7 Based on the evidence and careful deliberation of the case, the director/management will decide whether to have the matter dropped, further handled internally or referred to the police, depending on the level of gravity and complexity assessed.

3.7 The process leading to decision making should be well documented and all facts or written allegations and responses must be kept in the file.

3.8 When a case is dropped, the reasons for dropping it shall be communicated to the person who reported the matter.

3.9 Thorough investigations will be carried out before any decision or action is taken.

3.10 All cases, whether reported to the co-coordinator or the Director, shall be immediately brought to the attention of the management committee at its next meeting.

3.11 As soon as a case of misconduct is brought to the attention of the Management Committee, they shall consider the case and if the matter warrants further investigation, then the accused staff member shall be suspended pending investigation and final decision.

F4. Consequences of Misconduct

4.1 Following completion of investigation, the director/management committee will decide on appropriate action to be taken based on available evidences.

4.2 This will follow the disciplinary procedure by Khandwa Diocese as well as recourse to the relevant legislation applicable to the crime.

4.3 The accused may be told to resign immediately or terminated from the job for misconduct.

4.5 Loss of image, feeling of shame and stain in the character of the perpetrator; stress, trauma, fear, depression and guilt feeling by the victim.

F5. Statement of Commitment

Priests, Sisters, Brothers, Staff, interns, volunteers and teachers (as and when required) have to sign a statement of commitment attached to this policy document.

F6. Profiling of Children

In its programmes and fundraising for activities, Khandwa Diocese may use images and recordings of children, filming and field texts. Khandwa Diocese has a responsibility towards the children that are portrayed and should ensure that children are treated with dignity as human beings with rights, *by avoiding the following*:

Inaccurate representation of children through words and images

Narration that shames, degrades or victimizes the children

Taking pictures or statements from children without informed consent

Depicting children in sexually provocative poses or suggestive of vulgarity.

F7. Internal Complaints Committee

Following the guidelines (2017) of Catholic Bishops' Conference of India (CBCI) to deal with sexual harassment, Diocesan Complaints Committee will be constituted that will follow the procedures of investigation, inquiry, assessment and reporting. The presiding officer of the committee will submit their report, decision, suggestions to the President of the Society for appropriate action.

Section-G: Reporting Process

What should I report?

You should report:

G1. Any behaviour, gesture, action or words that you suspect may be child exploitation and abuse, including possession of child exploitation materials, or policy non-compliance by:

a priest, sister, brother, Khandwa Diocese staff member.

any personnel of Khandwa Diocese , contractual or voluntary

any other person who is involved in Khandwa Diocese activity at local level.

- any report made to you by anyone relating to child exploitation and abuse or policy non-compliance by a Khandwa Diocese staff or its partners.

G2. How and to whom do I make a report?

Reports can be made by:

Email: khandwadiocese@gmail.com

Telephone: 0733-2223603

Mob. 9425927772; 9406689397

Mail: To,
Bishop A.A.S. Durairaj (President)
Bishop's House, Civil Lines
Khandwa, M.P. 450 001

To
Rev. Fr. Jose George (Secretary, Hostel / Boarding In-charge)
Bishop's House, Civil Lines
Khandwa, M.P. 450 001

G3. What information do I need to provide in the report?

You should provide as much information as possible, including:

Date of incident

Name of child & place

Name of person involved

The offender's details, including age, address, designation and occupation

Details of alleged incident without exaggeration

whether local project partner has been informed

mention the name of the department

any other relevant information.

G4. What happens to the information I provide?

All information provided to the President, Secretary of Khandwa Diocese will be treated confidentially in accordance with the norms of the organization.

Appendix: CODE OF PROTECTIVE BEHAVIOUR (from CBCI)

(FOR THE MEMBERS OF THE CATHOLIC INSTITUTIONS OF KHANDWA DIOCESE)

As a member working in the Catholic institution of Khandwa Diocese which is committed to the protection of human rights, I agree to abide by the following rules and regulations drawn up by the institution in this regard.

Accordingly I state that,

1. I shall always ensure that:

- a. I am open and not secretive about my activities associated with my service in the institution.
- b. I will interact with everybody in a manner which demonstrates respect, dignity, integrity, empathy, understanding and patience.
- c. I will always adopt socially appropriate adult behaviour towards my colleagues.
- d. The doors of the room that I am using are always open or visual access is always maintained, when I am alone with any other person.
- e. While discharging my duty in the institution with the _____ other sex, I will maintain the professional boundaries of relationship with them.
- f. I will never touch the private parts of any person's body unless I am a certified medical practitioner and only for performing a legitimate and necessary medical action.
- g. I will announce myself before entering any area of privacy, if a legitimate business of the institution requires me to enter that area.

h. I will comply with the principles and standards of Indian and International policy on Sexual harassment, Labour laws and conventions.

i. I will comply with all the procedures of the 'CBCI Guidelines to Deal with Sexual Harassment at Workplace' implemented in the institution.

j. I will speak up on any genuine case of abusive behaviour to the proper persons concerned viz. to the Head of the Institution/Internal Complaints Committee Chairperson, no matter what, but without gossip mongering.

k. I will comply with the dress code prescribed in the institution while on duty and if there is no specified dress code I will always come modestly and neatly dressed.

2. I will always avoid:

a. Engaging in behaviour that is intended to shame, humiliate, belittle or degrade the people and the institution

b. Using inappropriate, offensive, discriminatory, vulgar or abusive language when speaking with people

c. Doing things of a personal nature that a person can do by oneself - such as, assistance at the wash room or changing clothes

d. Taking a person of the other sex that I am professionally engaged with, to my own home/hotel or sleeping in the same room or bed with any of them

e. Slapping, hitting or assaulting

f. Having recourse to or using disciplinary means which are physically or emotionally derogatory

g. Engaging in any sexual conversation or discussing sexual activities

h. Indulging in any manner of activities that are, or could be interpreted to be, aimed at any type of sexual relationship

i. Developing a sexual relationship or one that may be deemed exploitative or abusive in the nature

j. Indulging in behaviour with persons that lead to close physical contacts unless it is an unavoidable part of a structured activity

- k. Performing medical/physical examinations of people unless it is my legitimate professional duty or a medical emergency
- l. Showing pornographic materials to the people or having them in the premises of the institutions or in my possession when involved in an activity in the institution or outside of it
- m. Exposing areas of my body considered private in an inappropriate manner in the presence of other people
- n. Condoning or participating in behaviour of illegal, unsafe or abusive nature
- o. Taking photograph or video recording without the consent of the person
- p. Holding, kissing, cuddling or touching in an inappropriate, unnecessary or culturally insensitive way
- q. Supplying alcohol or illegal drugs or tobacco products
- r. Discriminating against on the basis of their race, color, sexual orientation, language, status, ethnicity, nationality, caste, religion etc.
- s. Irresponsible use of social media or internet (by way of texting, chatting, exchange of photographs or video clippings of any vulgar or sexual connotation).
- t. Neglecting to take action when a person is in real need.

Declaration: I,..... have read and understood the guidelines, standards, and code of conduct as stated in the Child Protection Policy of Khandwa Diocese. I agree to follow the principles contained therein, and undertake to uphold the policy principles while working with Khandwa Diocese.

Signature

Name of the Employee

Date

Name of the Institution

Relevant Legislation against child abuse in India

Legislation	Crime	Penalty
Protection of Children from Sexual Offences Act 2012	Penetrative Sexual Assault (Section 3) - (Section 4)	Prison sentence for seven years which may extend to imprisonment for life, and fine
	Aggravated Penetrative Sexual Assault (Section 5) -	Sentence not less than ten years which may extend to imprisonment for life, and fine
	Sexual Assault (Section 7) - (Section 8)	Sentence Not less than three years which may extend to five years, and fine
	Aggravated Sexual Assault (Section 9) - (Section 10)	Sentence Not less than five years which may extend to seven years, and fine
	Sexual Harassment of the Child (Section 11) -	Three years imprisonment and fine
	Use of Child for Pornographic pictures	Five years in jail and fine, in the event of subsequent conviction, seven years and fine
Immoral Traffic Prevention Act, 1986	procuring, inducing or taking a child for the purpose of prostitution, Recruiting, transporting, transferring, harbouring, or receiving of persons for the purpose of prostitution if guilty of trafficking. In addition any person attempting to commit trafficking or found in the brothel or visiting the brothel is punishable under this law.	Prison sentence for a minimum of seven years but can be extended to life.
	Detaining a child for the purpose of sexual intercourse or prostitution	punishable to seven years in prison up to life imprisonment, or a term which may extend to ten year and also a maximum fine of one lakh rupees.
	Any person committing prostitution in public with a child If prostitution of a child is committed with knowledge of the	punishable to seven years in prison up to life imprisonment, or a term which may extend to ten year and also a maximum fine of one lakh rupees. license of the hotel is likely to be

	owner of the establishment or a hotel	cancelled along with the prison sentence and/or fines
<i>Child labour (prohibition & regulation) Amendment Bill, 2012</i>	<p>The Act prohibits employment of children below 14 years of age</p> <p>OCCUPATIONS</p> <ol style="list-style-type: none"> 1) Transport of passengers, goods or mails by railways 2) Cleaning of an ash pit and chimneys or building operation in the railway premises 3) Work in a catering establishment 4) Work relating to the construction of roads and buildings 5) Working within the limits of any port 6) Work relating to production and selling of explosives, crackers and fireworks. 7) Abattoirs / Slaughter Houses 8) Automobile workshops and garages 9) Foundries 10) Handling of toxic inflammable substances or explosives 11) Handloom and power loom industry 12) Mines (underground and under water) and collieries; 13) Plastic units and fibreglass workshops <p>PROCESSING UNITS</p> <ol style="list-style-type: none"> 1) Beedi-making 2) Carpet-weaving including preparatory 3) Cement manufacture, including bagging of cement 4) Cloth printing dyeing and weaving including processes preparatory and incidental thereto 	<p>The penalty for employing a child was increased to imprisonment between 6 months and two years (from 3 months-one year) or a fine of Rs 20,000 to Rs 50,000 (from Rs 10,000-20,000) or both for all the offences mentioned.</p>

	<ul style="list-style-type: none"> 6) Mica-cutting and splitting 7) Shellac manufacture 8) Soap Manufacture 9) Tanning 10) Wool-cleaning 12) Manufacture of slate pencils including packing 13) Manufacture of products from agate (precious stones) 14) Processes using toxic metals and substance such as lead, mercury, manganese, chromium, cadmium, benzene, pesticides and asbestos 15) Hazardous processes" as defined in Section 2 (c,d) and 'dangerous operations' as notified in rules made under Section 87 of the Factories Act 1948(63 of 1948) 16) Printing as defined in Section 2(k)(iv) of the Factories Act,1948(63 of 1948) 17) Cashew and cashew nut descaling and processing 18) Soldering processes in electronic industries 19) Aggarbatti' manufacturing 20) Automobile repairs and maintenance including processes incidental thereto namely welding, lathe work, dent beating and painting 21) Brick kilns and Roof tiles units 22) Cotton ginning and processing and production of hosiery goods 23) Detergent manufacturing 24) Fabrication workshops (ferrous and non ferrous) 25) Gem cutting and polishing 26) Handling of chromite and manganese ores 	
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	<p>27) Jute textile manufacture and coir making</p> <p>28) Lime kilns and Manufacture of floor tiles and coir making</p> <p>29) Lock Making</p> <p>30) Manufacturing processes having exposure to lead such as primary and secondary smelting, welding and cutting of lead-painted metal fabrications, welding of galvanized or zinc silicate, polyvinyl chloride, mixing(by hand) of crystal glass mass, sanding</p>	
<i>Child Marriage Act</i>	If a male adult above eighteen years contracts a child marriage	Punishable unto two years imprisonment and/or a fine with may extend to Rs. 1 lakh. The same punishment will be given to person who performs, conducts or directs a child marriage. Unless proved otherwise, the parents or guardian of the child are considered to have failed to prevent the child marriage and hence are also held accountable
<i>Child related offences under Indian Penal Code</i>	<p>Section 315 and 316 discusses the offence of foeticide and infanticide. If a person commits an act with the intention of preventing the child from being born alive or an act that results in the death of the foetus in the womb, that person is committing foeticide</p> <p>Infanticide is done by a person by wilfully causing the death of an infant after birth of the baby. Except for the interest of the mother's health or life. If a person does an act that amounts to culpable death which results in the quick death of an infant, he will be charged with culpable homicide.</p> <p>Section 305 states that it is a crime</p>	Section 315, 316 - 10 year imprisonment with fine

	<p>for any person to abet the suicide of a child, i.e. a person who has not completed eighteen years of age.</p> <p>Section 317 states that it is a crime against children, if their mother or father expose or leave a child in a place with the intention of abandonment. This does not prevent the law from pursuing further if the abandonment results in the death of the child. The parents would then be charged with culpable homicide or murder.</p> <p>361 states that if a male minor of not yet sixteen and female minor of not yet eighteen is taken from their lawful guardians without their consent it is termed kidnapping from lawful guardianship</p>	<p>Section 305 - 10 year imprisonment with fine</p> <p>Section 317 - 10 year imprisonment with fine</p> <p>Section 361- 7 year imprisonment and fine</p>
<p>National Commission for Protection of Child Rights (NCPCR)</p>	<p>The Commission's Mandate is to ensure that all Laws, Policies, Programmes, and Administrative Mechanisms are in consonance with the Child Rights perspective as enshrined in the Constitution of India and also the UN Convention on the Rights of the Child. The Child is defined as a person in the 0 to 18 years age group.</p>	<p>The Commission has the powers to take the following actions (Child Rights Act, 2005):</p> <ul style="list-style-type: none"> • To recommend to concerned Government for initiation of proceedings for prosecution or other suitable action on finding any violation of child rights and provisions of law during the course of an inquiry • To approach the Supreme Court or the High Court concerned for such directions, orders or writs as that Court may deem necessary • To recommend to concerned Government or authority for grant

		of such interim relief to the victim or the members of his family as considered necessary
Instruments Under the UN		
Instruments		Source
United Nations Convention on the Rights of the Child (UNCRC)		www.unicef.org/crc
Optional Protocol to the United Nations Convention on the Rights of the Child on the Sale of children, child prostitution and child pornography		www.unhcr.org/refworld/docid/50b353232.html
Geneva Declaration of the Rights of the child		www.undocumentds.net/gdrc1924.htm
Optional Protocol to the United Nations Convention on the Rights of the Child on the involvement of children in armed conflict		www.unhcr.org/refworld/docid/47dfb180.html
International Labour Organization Convention 182 concerning the prohibition and immediate action for the elimination for the worst forms of child labour		www.ilo.org/ilolex/english/convdisp1.htm

This Policy is recommended for approval by the Governing Body Khandwa Diocese

Bishop A.A.S. Durairaj, SVD,

President – Khandwa Diocese

Fr. Boban Philip

Vice- President – Khandwa Diocese

Fr. Jose George

Secretary & Treasurer, Khandwa Diocese

Fr. Jimmy M.J

Member

Fr. Mathias Lakra

Member