



Child Protection Policy

Our commitment to protect children

We are committed to protect the children whom we serve in our eye care programs, whether directly or indirectly. We do not tolerate any of our staffs knowingly involve or support child abuse nor we allow child pornography. Khulna BNSB Eye Hospital defines children as individuals under the age of 18 years. We are committed to try our best to obey all these principles & practices.

Our values, principles and beliefs

- All children have equal rights to protection from abuse and exploitation.
- All children, everywhere, will be treated with respect regardless of ethnicity, gender, religion, disability, social status or political persuasion.
- Any form of child abuse and exploitation is unacceptable and will not be tolerated.
- Protect children with whom we work or work for.
- Compliance with all relevant international and local legislation, including labor laws in relation to child labor.

Child Protection Practices

Khulna BNSB Eye Hospital does not employ or involve children in its programs, all program participants are at least 18 years of age.

If any of our program interacts with children,

Staff and others must:

- Maintain and promote a safe environment for children to participate in the programs.

- Use positive, non-violent methods to manage children's behavior.
- Be aware of situations which may present risks and will manage these.
- Plan and organize program and the accommodation place of children so as to minimize risks.
- During interacting with children, as far as possible, ensure that adults do not isolate themselves with one child & ensure another adult is present or within reach.
- Appoint teams rather than individuals to work with unaccompanied child where feasible in the circumstances & employees must be visible in working with children.
- Refrain from using language or behavior towards children that is demeaning, harassing, culturally inappropriate or sexually provocative.
- Refrain from physical punishment or discipline of children while rendering aid.
- Engage in open communication between children, young people, parents, staffs and volunteers in any decisions that may affect them.

Staff and others must never:

- Hit or otherwise physically assault or physically abuse children.
- Develop physical/sexual relationships with children or develop relationships with children which could in any way be deemed exploitative or abusive.
- Touch, hold, kiss or cuddle children in an inappropriate and/ or culturally insensitive way.
- Engage in activities involving close body contact with children beyond professional requirements.
- Behave physically in a manner which is inappropriate or sexually provocative.
- Act in ways that may be abusive or may place a child at risk of abuse.
- Use language or behavior towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate, and shall not use any language that will mentally or emotionally abuse any child.

- Act in ways intended to shame, humiliate, belittle or degrade children, or otherwise perpetrate any form of emotional abuse.
- Discriminate against, show differential treatment, or favor particular children to the exclusion of others.
- Spend excessive time alone with child, away from others.
- Take a child in a vehicle unless it is necessary and with parental and managerial consent.
- Sleep in the same room or bed with child.
- Take child to home, especially where they will be alone with anyone whom they are working.
- Do things of a personal nature that a child could do for him/herself including dressing, bathing & grooming.
- Hire children for domestic tasks or other labor inappropriate for their development, which places them at risk of injury or prevents them from accessing education.

Khulna BNSB Eye Hospital is complying with local traditions and cultural expectations when photographing/filming of children and ensure all images are honest representations of the context and the facts.

In particular, Khulna BNSB Eye Hospital:

- Does not use images in such a way as to reveal identifying information about a child.
- Does not force a child to participate in pornography or any other form of sexual activity, real or simulated, on the internet or in any other medium.
- Appropriately uses technology around children, including computers, mobile phones, video and cameras, and never engages in exploitative, harassing or pornographic activities.
- Ensures all images present children in a dignified and respectful manner, adequately clothed and not in sexually suggestive poses.

We will meet our commitment to protect children from abuse through the following means:

- We will ensure that all staffs are aware of the problem of child abuse and the risks to children & will try to minimize the risks.
- We will ensure that staff and others are clear what steps to take where concerns arise regarding the safety of children.
- All staff members or others must report suspected or alleged child abuse by any other employees, regardless of their position.
- If any concerns/allegations raised, all staff members will immediately report to the Director of Khulna BNSB Eye Hospital.
- Take seriously if any concerns raised.
- Take positive steps to ensure the protection of children who are the subject of any concerns.
- All staff members will cooperate fully and confidentially in any investigation of concerns or allegations of Child abuse.

This policy has been reviewed and is recommended for approval by:

Name: _____ Designation: _____ Signature: _____

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