



**Initiative for  
Socioeconomic &  
Ecological  
Advancement**

## **CHILD PROTECTION POLICY**

**JUNE 2019**

### **1.0 INTRODUCTION**

#### **1.1 Policy objective**

The objective of our child protection policy is to give guidance to staff, volunteers, contractors and partners of Initiative for Socioeconomic and Ecological Advancement (ISEA) on the process and manner of working with or for children in order to protect them from emotional and physical abuse as well as guarantee their fundamental rights.

#### **1.2 Definitions**

**Child** - For the purpose of this policy, a child is any human being below the age of 18 years or as defined by the laws in the country of operation. Depending on the country, the age limit within which to consider a human being a child may be lower or higher than 18 years. As long as that human being has not attained the age of consent as stipulated by the prevailing laws of a country, he/she is a child.

**Child abuse/Child violation** – According to United Nations Convention on the Rights of a Child (UNCRC), child abuse of violence refers to all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse as listed in article 19 paragraph 1 of the Convention.

### **2.0 ISEA's COMMITMENT TO PROTECTING CHILDREN'S RIGHTS**

i. ISEA is committed to raise awareness of her staff, contractors, volunteers as well as partners on the rights of children and ensure that they conduct themselves in a manner that does not expose children to any kind of abuse while working with or for them.

ii. ISEA will ensure that her work guarantees children the right to education wherever they find themselves or in whatever situation they are in.

iii. ISEA will ensure that due diligence is carried out on potential staff, contractors, volunteers and partners to establish that they have no previous record of child abuse before they are engaged to work with ISEA.

iv. We are committed to investigate and take actions on cases of child abuses reported to us

### **3.0 CODE OF CONDUCT FOR STAFF, VOLUNTEERS, CONTRACTORS AND PARTNERS**

i. Avoid use of uncouth language and behavior that is inappropriate towards children. This include abuse, sexual provocative dressing or gestures, demeaning statements or culturally inappropriate actions.

ii. Treat children with respect regardless of race, colour, sex, language, religion, disability or other status.

iii. Refrain from physical punishment of children and hiring them for domestic labour

iv. Refrain from sexual abuse of children

v. Do not take any child away from their residence without the consent of parents or guardian, unless there is an imminent danger that poses risk of serious physical injury.

vi. Use of children's images and other information for work-related purpose:

- Do not photograph or film a child or collect any other information about them without first obtaining consent of the parent/guardian having satisfactorily explained to the parent/guardian what the information to be collected will be used for.
- Ensure that photographs or videos present children in a dignified manner and not in a vulnerable manger

### **4.0 REPORTING OF CHILD VIOLATION CASES**

It is the responsibility of every staff to report suspected cases of child abuse by staff, volunteers, contractors and partners to the management of the organization. Also, non-staff of the organization can also report suspected cases of child abuse by staff, volunteers, partners and contractors of ISEA.

Staff and volunteers of ISEA can report cases of child abuse by sending email to [contact@iseang.org](mailto:contact@iseang.org) with details of the suspected case of abuse such as date and place the

suspected abuse took place, who was involved and kind of abuse, as well as details of the victim.

Contractors, partners and other members of the public can report suspected cases of abuse by either sending a mail to the email above or by sending a letter to our physical address at 2<sup>nd</sup> Floor, Ashby Investment House, 7 New Bride Road, Makurdi, Benue State, or by calling the number +2347039281960, or by sending messages directly to our social media platforms.

All reports of suspected abuse cases received shall be treated with utmost privacy as the details of the sender will be kept secret.

#### **5.0 ACTIONS TO BE TAKEN ON REPORTED CASES OF ABUSE**

Upon receipt of report of suspected cases of abuse, the management shall commence investigation of the report immediately and take appropriate action for confirmed cases. Investigation of the report may involve interrogating the staff, volunteer, contractor or partner involved and the victim to gather facts.

Depending on the gravity of the abuse, confirmed cases of abuse involving ISEA's staff, volunteers, contractors and partners may lead to appropriate sanctions. Sanctions for confirmed cases of abuse shall be guided by the relevant child protection laws of the country. For gross confirmed cases of abuse such as sexual exploitation, trafficking of children and infliction of physical injury, the management will report the case to the relevant agency of government to take actions based on the law. This may also lead to termination of contract. For confirmed cases considered minor by the management, other sanctions will be applied to the staff or volunteer internally.

#### **6.0 REVIEW OF THIS POLICY**

This policy may be reviewed anytime there are emerging issues that need to be included or to take care of other concerns.

The reviewed or new provisions of the policy will come into effect after 3 months of communicating the new changes to staff, volunteers, partners and contractors.