

Dr. K. Zaman BNSB Eye Hospital

Resolution as on 10.07.2018

Child Protection Policy

Dr. K. Zaman BNSB Eye Hospital is committed to the safety and well-being of all children and to zero tolerance of child abuse. Our Directors and employees have agreed to the following principles and practices in relation to the work of Dr. K. Zaman BNSB Eye Hospital and we have committed to use our best endeavours to ensure that we will conform to these principles and practices.

Child Protection Principles

- Any form of child abuse and exploitation is unacceptable and will not be tolerated.
- All children, everywhere, will be treated with respect regardless of ethnicity, gender, religion, disability, social status or political persuasion.
- Compliance with all relevant International and local legislation, including labour laws in relation to child labour.

Child Protection Practices

- Dr. K. Zaman BNSB Eye Hospital does not employ or involve children in our programs, and all program participants are at least 18 years of age.
- If our program interacts at all with children, we will ensure that we:
 - Respect cultural differences.
 - Maintain and promote a safe environment for children to participate in the programs of in-country partners.
 - Empower children, their families and communities to be knowledgeable about their rights, to know what is acceptable and unacceptable and to know what they can do when there are problems.
 - Engage in open communication between children, young people, parents, staff and volunteers and to have children and young people participate in the decisions that affect them.
 - Interact with children in such a way so as to facilitate transparency and accountability to other adults.
 - Appoint teams rather than individuals to work with unaccompanied children where feasible in the circumstances.

- Refrain from using language or behaviour towards children that is demeaning, harassing, culturally inappropriate or sexually provocative.
 - Refrain from physical punishment or discipline of children in the course of rendering aid.
 - Do not hire children for domestic tasks or other labour inappropriate for their developmental stage, which places them at risk of injury or prevents them from accessing education.
 - Never engage children in any form of sexual activity or acts.
- All staff members will immediately report to the Hon'y General Secretary of Dr. K. Zaman BNSB Eye Hospital any concerns/allegations of child abuse.
 - Dr. K. Zaman BNSB Eye Hospital will comply with local traditions and cultural expectations when photographing/filming children and ensure all images are honest representations of the context and the facts. In particular, Dr. K. Zaman BNSB Eye Hospital:
 - Does not use images in such a way as to reveal identifying information about a child.
 - 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.
 - All Dr. K. Zaman BNSB Eye Hospital staff have current working with children clearance before any international project visits.

Date of Policy: 10 July 2018