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Sambhota Tibetan Schools Society

(Run by the Department of Education, CTA, Dharamsala)

(Registered under the Societies Registration Act, 2006 (Act No.25 of 2006) Registration No. 470/2006)

F.11 /2021/STSS- 1174

Dated: 22/10/2021

STSS CHILD PROTECTION POLICY(CPP)

CHILD ABUSE:

Child abuse or maltreatment constitutes all forms of physical and/or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to a child's health, survival, dignity in the context of a relationship of responsibility, trust or power.

(Source: A report of the consultation on child abuse prevention, WHO, Geneva, 29-31 March 1999, defines child abuses as.)

- 1. PHYSICAL ABUSE:** The intentional use of physical force against a child that results in or has a high likelihood of resulting in harm to the child's health, survival, development or dignity. This includes hitting, beating, kicking, shaking, biting, strangling, scalding, burning, poisoning and suffocating.
- 2. EMOTIONAL ABUSE:** Emotional abuse includes the failure to provide a developmentally appropriate, supportive, environment so that the child can develop a stable and full range of emotional and social competencies commensurate with his or her personal potential and in the context of the society in which the child dwells. Acts include restriction of movement, patterns of belittling, denigrating, scapegoating, threatening, scaring, discriminating, ridiculing, or other non-physical forms of hostile or rejecting treatment.
- 3. NEGLECT AND NEGLIGENT TREATMENT:** We hold ourselves responsible that all children in our class are free from our neglect. Neglect is the failure on the part of the parents, guardian, teacher or other responsible party to provide for the child's basic needs, such as food, shelter, medical care, educational opportunities, or protection and supervision. It is abuse through omission of the necessary environment and resources for the child to reach their full potential; and the act of not recognizing physical or emotional abuse.
- 4. EXPLOITATION:** Commercial or other exploitation of a child refers to the use of the child in work or other activities for the benefit of others. This includes, but is not limited to, child labour and child prostitution. These activities are to the detriment of the child's physical or mental health, education, or spiritual, moral or social-emotional development.
- 5. SEXUAL ABUSE:**
 - a) Sexual Abuse** is an act or behaviour which constitutes a sexual offence under the protection of children from sexual offences Act, 2012, as amended from time to time. Such sexual offences include penetrative sexual assault (including rape), non-penetrative sexual assault (including touching the private parts of the child), sexual harassment (including stalking a child, showing a child pornography and making a child exhibit his/her body) and using a child for pornographic purposes (including storing of pornographic material involving a child for commercial purposes).



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- b) An abetment of and an attempt to commit a sexual offence under the protection of children from the Sexual offence act, 2012 are also considered to be offences. Certain offences under the protection of children from the Sexual Offences Act, 2012 are considered to be aggravated offences and are subject to stringent punishments. For instance, sexual assault committed by persons in a position of trust or authority in relation to the child (including relatives of the child, persons managing or working in an educational institution, police officers or public servants) are considered to be aggravated offences.

Sambhota Tibetan Schools Society (STSS) is committed to protecting the safety and well-being of our children. Thus, STSS has adopted this Child Protection Policy requiring all our employees to conduct themselves appropriately with the children who are under the care, protection and responsibility of STSS.

This CPP is applicable to all part-time and full-time employees (including but not limited to staff, fellows, interns) of STSS.

EXPECTED CONDUCT:

a) Expected Behavior and Actions

- Treat every child with empathy and respect, regardless of his/her race, colour, gender, sexuality, language, religion, religious belief, heritage, political/other opinion, national/ethnic/social origin or property/disability/birth/other status.
- Listen to children and respect their views.
- Ensure that physical contact with the child is respectful, culturally appropriate and essential to the purpose of your interaction with the child.
- Establish an atmosphere that fosters the development of children through your actions and words.
- Always take permission from children before taking their photos or videos, etc.
- Keep all personal information about children or their parents/guardians confidential and secure and ensure that such information is dispensed to only those individuals who are legitimately entitled to it.

b) Prohibited Behaviour and actions

- Do not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning, intimidating, offensive, discriminatory or culturally insensitive.
- Do not use any form of corporal punishment on children.
- Do not place a child at risk of harm or abuse any child physically, emotionally or sexually.
- Do not share with or show children (electronically or in any other form) inappropriate content including pornographic material or material encouraging crime, violence, terrorism, racism, sexism, self-harm, suicide, cruelty and gambling.
- Do not develop, induce or support physical or sexual relationships with children, in any way.



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- Do not use or encourage the use of alcohol, drugs, cigarettes or other intoxicating substances while interacting with children and from providing such intoxicating substances to children.
- Do not develop any form of relationship or arrangement (financial or otherwise) with children which could in any way be deemed to be exploitative or abusive.
- Do not use child labour in any form.


UNDER STSS CHILD PROTECTION POLICY (CPP):

Besides the above measures the following Acts and measures are also being implemented by STSS in accordance:

- a. The implementation of the POCSO Act 2012 of the Government of India by the Department of Education (DoE), Central Tibetan Administration (CTA) and Sambhota Tibetan Schools Society (STSS) in all the schools under its care.
- b. Corporal Punishment is banned in all Tibetan Schools following the CBSE and DoE, CTA orders/directives.
- c. Parent-Teacher Association (PTA) guidelines of DoE, CTA is being implemented in all Sambhota Tibetan Schools, where their primary objective is to look after the welfare of children and support school administration.
- d. Any staff/teacher caught violating the child protection measures is taken into legal proceedings and punished accordingly.
- e. School Safety Policy 2016 of the Government of India: the applicable protection measures are being implemented in our schools, for instance, mock drills on earthquakes and demonstration of fire safety measures by the local fire brigade and inviting concerned officials/experts in schools for talks and presentation.

REDRESSAL MECHANISM:

In accordance with DoE guidelines, all the Sambhota Tibetan Schools have its POCSO Committee to ensure effective implementation of the Child Protection Policy (CPP). Any redressal couldn't settle at the school level then it will be settled at the STSS HO level and if need be, the case would be handover to the legal procedural of the host country.


Tsering Dhondup (Mr.)
DIRECTOR, STSS