

NAVNEET FOUNDATION Child Protection Policy

Purpose and Scope

Navneet Foundation is committed to the protection, safety, and well-being of every child we work with, across all our programs in education, health, community development, and child welfare. This policy outlines our zero-tolerance approach to abuse, neglect, exploitation, and any form of harm directed toward children, and it applies to all staff, volunteers, consultants, partners, and visitors and all others connected/ associated directly or indirectly with the Foundation.

Core Principles

1. **Best Interest of the Child:** All decisions and actions will prioritize the safety, dignity, and rights of the child.
2. **Zero Tolerance for Abuse:** Any form of abuse, whether physical, emotional, sexual, or neglectful, is strictly prohibited.
3. **Child Participation:** Children have the right to be heard and involved in matters that affect them.
4. **Confidentiality:** All reports of child protection concerns will be handled sensitively and confidentially.

Commitment to POCSO Compliance

Navneet Foundation strictly adheres to the provisions of the *Protection of Children from Sexual Offences Act (POCSO), 2012*. All personnel must be aware of and comply with mandatory reporting obligations under POCSO. Any suspected or reported incident of sexual abuse will be immediately escalated to the relevant authorities, and the Foundation will cooperate fully with law enforcement agencies. We are committed to creating child-safe environments and actively work to prevent any situation that could place a child at risk.

Safe Practices and Responsibilities

- All staff and volunteers must undergo orientation on child protection and sign a code of conduct.
- Activities must be designed to minimize risk, including proper supervision and safe physical and online environments.
- Background checks will be conducted for all personnel working with children.
- Children will never be photographed, filmed, interviewed, or featured in public material without informed consent from their guardians.

Reporting and Redressal Mechanism

Any concern, suspicion, or allegation of abuse shall be reported forthwith to the designated Child Protection Officer, Ms. Mayuri Mistry. In the event that such concern, suspicion, or allegation pertains to or is directed against the said Officer, the matter

shall be reported to Mr. Gnanesh Gala, Trustee, Navneet Foundation. The Foundation will ensure that:

- All concerns are documented and addressed promptly.
- Necessary protection and support services are extended to the affected child.
- Retaliation against whistle-blowers is not tolerated.

Review and Monitoring

This policy will be reviewed annually and updated to align with evolving laws, standards, and program contexts.

This policy has been approved by trustees of Navneet Foundation at its meeting held on 29th August, 2025.