



Sahan Development Consulting Firm



**YOUTH AND CHILD
PROTECTION POLICY**

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1.1 PURPOSE

The goal of Sahan Development Consulting Firm, often known as "Sahandevcon," is to make sure that everyone can realize their full potential. Respecting the UN Convention on the Rights of the Child and the Universal Declaration of Human Rights, two agreements that have evolved into a universal norm for treating people fairly, is one way we might achieve that.

Sahandevcon is dedicated to making sure that children and youth are safe, that their rights are upheld, and that they are treated with respect and dignity in all that we do. Sahandevcon works to provide a safe and caring environment for young people and children where they need. This Youth and Children Protection Policy lays out the minimal requirements for all people and organizations who work for or on behalf of Sahandevcon in order to guarantee that the safety and well-being of children and teenagers who interact with us come first.

To create some precise rules on how to support and safeguard youth and children is that we may encounter while working, Sahandevcon produced this policy to realize this objective. The information that follows describes the specifics of Sahandevcon's zero tolerance policy for the exploitation or abuse of children and young people. We acknowledge that some of these words and phrases may be upsetting to readers of these rules, and we encourage all employees to seek personal support if reading these policies and descriptions causes them any stress or discomfort.

1.2 GUIDING PRINCIPLES

Fundamental human rights, the equality of men and women, and the dignity and worth of all persons at all ages are all recognized by the Universal Declaration of Human Rights. In a similar vein, Sahandevcon supports a child's right to be shielded from all types of abuse and harm, including sexual abuse, neglect, and careless treatment, as well as from abuse or exploitation from their parents, guardians, or other responsible adults.

Abuse and exploitation of children and young people happen everywhere in the globe and in



every society. The tenets and provisions of the United Nations Convention on the Rights of the Youth and Children are supported by Sahandevcon.

The guiding principles outlined in this section must be followed by everyone working for or on behalf of Sahandevcon in all programs and activities.

Duty of care. Sahandevcon is required to take the necessary actions to guarantee the security and welfare of every child and young person who interacts with the organization.

Do no harm. The child or young person shall not suffer more injury or suffering as a result of any acts taken to protect them from harm (for example, by re-victimizing or re-traumatizing them).

Non-discrimination and inclusion. When providing support and services, Sahandevcon employees and others acting on its behalf must ensure that no child or youth is subjected to discrimination based on their race, color, sex or gender, language, religion, political beliefs, national or social origin, property, birth, or any other status. This entails giving everyone equal access to services and support that are suitable for their individual needs and experiences. When necessary, further precautions should be taken to protect the safety and welfare of kid groups that might be especially at risk of abuse in the given situation (such as girls, children with disabilities, children of diverse sexual orientations, etc.).

Zero tolerance opposing all types of child exploitation, abuse, and neglect. Everyone who works for or on behalf of Sahandevcon is required to use the appropriate reporting channels to voice any concerns they may have about the safety and wellbeing of children, even if they are unfounded or only imprecise. In accordance with the policy and any supplementary rules and guidelines, all complaints and issues must be treated seriously, and the proper action must be taken.

Best interests. The needs, rights and best interests of the child or young person must be the primary consideration in all decisions and actions concerning their safety and well-being, in line with the UN Convention on the Rights of the Child.

Child and youth participation. The views, choices and experiences of children and youth must be considered when assessing the short- and long-term impact of any decision on their well-



being and safety. Children and youth must also be given opportunities to provide input on child and youth safeguarding planning and actions.

Multidisciplinary work. An interdisciplinary approach considering the different areas of competence or expertise must guide decision making for the benefit of children and young people.

Cultural sensitivity. Sahandevcon recognizes that there are many ways of caring for children and youth and promoting their safety and well-being. However, Sahandevcon condemns all practices which constitute any of the abuse types as listed in this policy.

Victim/survivor-centred approach. Sahandevcon must prioritize the interests and rights of the victim or survivor when working with children and kids who have been harmed. In a way that respects their desires and choices and takes into account their needs and experiences, the victim or survivor has the right to be heard, believed in, and supported. They are entitled to participate in decisions that impact them.

Consent. This policy should not be interpreted as forcing or mandating that a victim or survivor reveal their experiences against their will. It is always necessary to obtain victims' or survivors' consent before taking any action, including referring them to protective services. Consent for kids and teens, however, needs to be carefully weighed against their best interests and capacity for decision-making.

Confidentiality and need to know. Employees and those who work for or on behalf of Sahandevcon are required to maintain the privacy of any personal information pertaining to a child or young person, including their family. Only those who are permitted to access such data in order to carry out their responsibilities—such as protecting a child or obtaining express consent from the kid or legal guardian—may be granted access to such data.

Prevention and response actions. Actions must be taken to stop problems and incidents from happening as well as to deal with them when they do. All victims and survivors must, without exception, have access to timely, high-quality, relevant, and accessible support services.

Compliance with the law. Staff and others working for or on behalf of Sahandevcon must respect and follow local and national child protection laws and applicable international and regional human rights frameworks.



Working with others. To protect children and youth and to fortify general child protection frameworks, Sahandevcon must work with regional and national organizations and agencies, including law enforcement, social services, healthcare providers, and Ombuds Offices.

Accountability. For the protection of all children and young people, Sahandevcon is answerable to the children, youth, and those it serves. Every decision and action made in accordance with the policy needs to be documented.

If circumstances arise which are not described or covered by this policy, then the international policy and guidelines as well as the country's rules and regulations must be applied.

1.3 SCOPE AND APPLICATIONS

- ❖ This policy is applicable to all employees, whether paid or unpaid, who work for or on behalf of Sahandevcon. Full-time and part-time employees, volunteers, board members and members of other governing bodies, consultants, contractors, suppliers, partners, donors, and guests at Sahandevcon location are all included in this.
- ❖ This policy must always be followed by everyone who works for or on behalf of Sahandevcon.
- ❖ All types of injury to children and youth are covered by this policy. And Children as well as young people (youth) must be protected from harm by all the people and organizations who work for or on behalf of Sahandevcon.

1.4 REPORTING CONCERNS

Sahandevcon must set up independent channels, such the CEO's offices, for safe, suitable, accountable, and accessible reporting procedures. It is necessary to establish youth and child-friendly reporting channels specifically for children and young people. It is necessary to extensively publicize the channels for reporting issues and incidents, including anonymous complaints.

All reports must be considered seriously, regardless of how much time has elapsed since the incident is said to have occurred and irrespective of who is the subject of the report, the reporter or the alleged perpetrator, even if the incident seems unlikely or fantastical.



Where a report is made in good faith, no retaliatory action may be taken against the person who made the report, even if it is subsequently determined that the report was unfounded.

1.5 RESPONDING TO THE CONCERNS

Anyone working for or on behalf of Sahandevcon is required to act quickly to protect the child or young person in a life-threatening circumstance. As quickly as possible, the problem needs to be reported.

All issues and concerns must be addressed by Sahandevcon. This involves making certain that people who have been abused, neglected, or exploited receive proper assistance.

Any assessment or investigation of a safeguarding concern, whether carried out internally or by an agency appointed by the federal government or regional state authorities, requires the complete cooperation of all individuals working for or on behalf of Sahandevcon.

Anyone found guilty of abuse, neglect, exploitation, or other safeguarding-related wrongdoing must be held accountable by Sahandevcon. The punishment meted out to the guilty party must be commensurate with the seriousness of their transgression and compliant with national laws. When someone is accused of misconduct, their status or position should not influence how the situation is handled or how they are punished if found guilty. Referral to the appropriate law enforcement agency must be part of any action taken against a convicted individual, if applicable.

1.6 DEFINITIONS

| Terms | Definitions |
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| Abuse | Any action or inaction that harms a child or young person, whether intentional or unintentional. International convention recognizes four primary types of abuse: neglect, sexual, emotional (psychological), and physical. Additionally, Sahandevcon identifies financial abuse, privacy violations, and bullying as distinct types of abuse. |
| Physical Abuse | is when someone (including children, young people, or others) intentionally applies force to any part of the youth that causes or may cause non-accidental harm or injury to the youth. Shaking, choking, biting, kicking, burning, poisoning, submerging children in water, and |



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| | any other harmful or dangerous use of force, constraint, or deprivation are examples of physical abuse. |
| Sexual Abuse | happens when someone utilizes young people for sex, whether they are children, youth, or other people. Fondling, intercourse, incest, sodomy, exhibitionism, and commercial exploitation through prostitution or the creation of pornographic materials are all considered forms of sexual abuse. |
| Emotional Abuse | includes acts directed against young people that stress them out behaviorally, cognitively, emotionally, or mentally. Additionally, verbal threats, social isolation, intimidation, exploitation, terrorization, and frequent excessive demands on young people are all examples of emotional abuse. |
| Exploitation | refers to situations whereby an abuser makes unfair profit and/or takes advantage of unequal power and/or economic status of Youth. |
| Interests the Child | Every action involving children is subject to the "best interests" principle, which calls for proactive steps to safeguard their rights. In addition to supporting and aiding parents and other caregivers in realizing children's rights, these actions should advance children's survival, development, and well-being. This involves involving kids to make sure their voices are heard on issues that impact them. |
| Interests of Youth | Every action involving kids must adhere to the best interests of youth premise, which calls for proactive steps to safeguard their rights. These policies should support and help young people fulfill their rights while also promoting youth safety, their physical, emotional, and developmental needs, and their general well-being. This involves involving young people to make sure their voices are heard on issues that impact them. |
| Child (or Children) | is defined as any person who is or appears to be under the age of 18 years |
| Child Protection | The responsibility, actions and measures taken to prevent and respond to abuse, exploitation and violence against Children. |
| Child Abuse | Includes physical abuse, sexual abuse, neglect, failure to provide, |



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| | emotional maltreatment and exploitation of Children. Definitions of abuse are listed above. |
| Company Personnel | includes the organization's founder or CEO, officials, staff, volunteers, contractors, subcontractors, consultants, and anybody else who works with young people for the organization, whether as a paid employee or as a volunteer, either temporarily or on a part-time basis. |
| Youth | is defined as any person, of either sex, who is between the ages of 17 and 25 years old. |
| Protection of Youth | The responsibility, actions and measures taken to prevent and respond to Abuse, Exploitation, and violence against Youth. |



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