



IMPACTX FOUNDATION

"Be the Reason Someone Smiles Today"



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ImpactX Foundation

Bangladesh is a country with a population of about 170 million. Due to poverty, river erosion and various natural calamities thousands of people from villages are constantly crowding in the capital Dhaka. Megacity Dhaka has more than 30,000 slums, where about 3.5 million people live there. Because of poverty, these large numbers of people are not able to educate their children. Because of, early child marriage, divorce, poverty, malnutrition etc. the number of street children and underprivileged is increasing at a significant rate. According to BIDS and UNICEF data there are almost 7 lakh street children and underprivileged children in Dhaka city. These children are deprived of almost all the basic rights such as education, health etc. Without proper education and environment these children will become a burden to society. They will be involved in various anti-social activities including drug addiction and terrorism. The overall development of the country could not be possible to leave these children behind. They have to be brought back to the mainstream of society. In such a reality ImpactX Foundation has implemented projects to provide education and nutrition services to about 550 people in several slums under Dhaka metropolitan area. ImpactX Foundation strongly believes that if the underprivileged children get proper education and love they will come back in the mainstream of society without being endangered.

1. a. Organization's Introduction:

ImpactX Foundation is a non-profit charitable organization established in 2025 and dedicated towards enlightening and improving the lives of economically and socially deprived members of the society. ImpactX Foundation aims to provide basic education to the underprivileged children in a view to bring them into mainstream society. It also aims to provide livelihood support to disadvantaged people and relief materials to victims of natural calamities and to raise awareness about early marriage, dowry, and gender based violence and other social evils.

Mission

Our mission is to safeguard, preserve, and uphold the fundamental rights of underprivileged children and socially disadvantaged segments of the population, aiming to eradicate all forms of poverty and discrimination from society. We aspire to establish a secure society where children are healthy and well-educated. This will be achieved by offering essential educational resources and nutritional aid to underprivileged children, as well as by generating employment opportunities and providing vocational training in areas such as technological training, sewing, mobile repairing, and computer skills.

Vision

To build A Bangladesh where every underprivileged child has equal access to education, healthcare, nutrition, and safe opportunities to grow into a capable and empowered individual.

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b. Rationality

It is undeniable that, Bangladesh is not able to meet most of the basic needs of its citizens, like other developing countries in the world. As a result, children are exposed to various form of abuse and risk as their parents would not be able to provide them safe housing, accompany, education, food, clothing and above all security. These children, especially the poor are subjected to horrific abuses ranging from psychological abuse to rape. Even children from affluent families who are considered as privileged children are subjected to various forms of psychological and sexual abuse. Children are subjected to different forms of abuse in family, school, social institution, hospitals, shelter and office. Although such abuse has been going on for a long time, the issue of child abuse has been reported at the institutional level in recent increase times due to the growing awareness of child rights. Ensuring the full safety of children in organizations that involved in the implementation of child rights is a very sensitive and important issue. As ImpactX Foundation's core activities are focused on underprivileged children and children's right so in the given current context, it feels the need to adopt child protection policies to ensure child protection in all its activities.

1. c. Statement of ImpactX Foundation

ImpactX Foundation abstains from all forms of torture and exploitation of children and committed to ensure that its implementation processes, policies and strategies are always aligned with the best interest of the child and their protection. In this case, ImpactX Foundation believes that the code of conduct of ImpactX Foundation is for the staff at all levels, the representative of the organization or the person or organization directly or indirectly involved in all the activities of ImpactX Foundation must comply with this policy. There are many responsibilities not only at the institutional level but also at the individual level for the implementation of child protection policies. ImpactX Foundation is committed to the development and protection of child rights by ensuring the best use of this policy at the individual and organizational level. ImpactX Foundation will play an effective role in the implementation of this policy and will ensure that all members involved with ImpactX Foundation follow the code of conduct of this policy. ImpactX Foundation will play an effective role in managing activities such as raising awareness on child protection, recruitment, selection process, training and responding to complaints as described in the various chapters of the policy.

d. Proclamation of child protection policy

Child abuse and exploitation happen in all countries and societies of the world. Child abuse means deprivation of the rights of the child. It is essential to improve the status of all children by establishing the rights of the child as enshrined in the United Nations Conventions on the Rights of the Child (UNCRC). Child abuse is never tolerable, and the unconditional commitment to the establishment of children's rights means an obligation to the safety of all children associated with the ImpactX Foundation.

2. Main goal

Protect the child from all kinds of abuse in any of the activities of ImpactX Foundation. Our motto is "Be the reason someone smiles today".

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2. Goal and objectives of child protection policy Goal

The member of and others who are involved in its work have to know about child abuse problem, its harmful effects on the child, how to prevent abuse, how to protect and rehabilitate a child if there is risk of abuse.

Objectives

1. Raising awareness about child abuse and its risk to the children.
2. To provide safety for the children as well as giving direction to work effectively.
3. If there is a risk of child abuse then provide a clear idea of what things to do.
4. All of the policies, strategies and plans of ImpactX Foundation are aligned with child protection policies.
5. Helping children to be aware and raise vocal against violation of rights through their empowerment.
6. Through the empowerment of children to raise their voices against violation of rights and helping them to be aware of it.

3. Scope

Applicable to those

- 1) All the member of ImpactX Foundation;
- 2) Members of the Governing Body;
- 3) Volunteer;
- 4) Advisor/Consultant;
- 5) Researchers, Evaluator, Auditor;
- 6) Contractor, other service providers or persons;
- 7) Any person or organization directly or indirectly involved in the activities of ImpactX Foundation;
- 8) Visitors, representative of donor, media person;
- 9) Intern etc.

4. Different definitions related to child and child abuse

- a. **Definition of child:** According to the UN convention on the Rights of the child, all human beings under the age of 18 will be considered as children.
- b. **Child abuse:** Child abuse is the process or act or attempt and irresponsibility of work that directly or indirectly harms the child or impedes the possibility of his/her safe and sound development.

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- c. **Child protection:** Child protection is the direct or indirect act or attempt that harms the child physically and mentally and to keep the child safe from irresponsibility and encourage their normal development.
- d. **Physical abuse:** physical abuse is the direct or indirect injury to a child such as a physical attack intended to injure a child, injured a child by hit an object, not keeping safe them from contact with objects that could hurt a child
- e. **Emotional abuse:** Emotional abuse is a series of coarsened, negative, reprehensible comments about a child's choice or opinion and special bias or dominance over other children etc. As a result, the child's mental development is severely hindered, such as emotional abuse, the child always suffers from inferior complexity and is reluctant to be energetic.
- f. **Neglect:** Neglect can be defined as the failure to provide for the development of the child in all spheres: health, education, emotional development, nutrition, shelter, and safe living conditions, in the context of resources reasonably available to the family. This can increase the level of impediment to the child's health or physical, mental, psychological, moral or social development.
- g. **Sexual abuse:** Sexual abuse is the involvement of a child in sexual activity that the child is unable to comprehend, is not physically or mentally ready to participate in and which a violation of the laws or social norms is. Sexual abuse also includes touching a child's body for the sexual purposes, pornography, using obscene language, making obscene gesture, showing naked body etc. which harms the child mentally.
- h. **Exploitation:** Exploitation of a child refers to use a child commercially or in the workplace or other activities for personal gain. The best example is child labor 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. Principles of child rights

The following principles and provisions of the UN convention on the Rights of the Child have been adopted as the basis for the ImpactX Foundation child protection policy: -

- a) **Non-discrimination:** All children, irrespective of race, religion, ethnicity and socio-economic status, have equal rights to protection from abuse and exploitation. The child should be encouraged to achieve his or her due rights and any inequality should be prevented.

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- b) **The best interests of the child:** we must prioritize the best interests of the child in all our activities.
- c) **Participation:** if relevant, we need to ensure the opportunity of child's participation in all activities and decision making at the same time.
- d) **Healthy livelihoods and development:** The issue of healthy survival and development of children should be given priority in all our activities.

The provisions of the UN Convention on the Rights of the Child have been followed in formulation the policy which is as follows:

Article 02: Non-discriminatory behavior to child.

Article 03: Predominate the best interests of the child.

Article 06: Life, survival and development.

Article 12: Right to express opinion.

Article 19: Protect children from all forms of violence, abuse, neglect and bad treatment.

Article 23: Special attention to the disable child.

Article 28: Ensuring the right to education of all children.

Article 32: Economic exploitation and any risky work where there is a possibility of accident.

Article 34: Protect children from all forms of sexual abuse.

Article 35: Protect children from all forms of abduction and trafficking.

Article 36: Protect children from all other forms of harmful exploitation.

Article 37: Children must not be tortured, sentenced to the death penalty and cannot be denied the right of freedom.

6. Code of conduct of ImpactX Foundation

Important for all member and others who come in contact with the child.

- To know about the rights of the child clearly.
- All member should have a clear idea of the culture, social customs and behavior of the area where children in that area will be worked with.
- Be aware of risky situations and take action on risky situations.
- Choose work plans and workplaces in a way so that minimizes the risk of child safety.
- Be apparent and friendly as much as possible when working with children.
- Ensuring a conducive discussion environment so that any possible issues can be raised and discussed.
- Ensuring a sense of accountability among the member, so that member has to face the question if the child is abused.
- Talking to the child about what kind of relationship the child has with the member and others and encouraging children to raise their concerns.
- To maintain such an environment where children are able to talk freely about the behavior of

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those who are in contact with them.

- Increasing child empowerment- discussing with them about their rights, what is acceptable and what is not acceptable.

Usually, members should not do

- Spending a long time alone with children to take them away from others.
- Giving special attention to any child.
- Taking children to their home, especially where they will be alone with the concerned member.
- Talking with children by touching them.

What members and others can never do

- Hitting or beating or physically abusing a child.
- Build a sexual relationship with a child.
- Establishing a relationship with a child that may seem abusive and oppressive.
- Doing anything that puts a child at risk of abuse or oppress.

Things that member and others should never do

- Satire or contempt for the child's own culture, language and religious practices.
- While talking distorting the child's name while talking.
- Talking with children addressing,, Tui.
- Using, suggesting or advising such language that is obscene or abusive.
- Children that are involved in work keeping them at members own house at night without any supervision.
- Sleeping in the same room or in the same bed with the child who are involved in the work
- Helping a child to do their personal work that a child can do on his/her own.
- Ignoring or participating in child criminal, risky and abusive behaviors
- Doing anything for the purpose of embarrassing, insulting, belittling or demeaning a child or hurting their feelings
- Discriminatory behavior- giving special benefits to any child
- Doing personal work of members by the children

7 a. Implementation strategy

The ImpactX Foundation has been devoted to the development and protection of children in all areas since its start. Therefore, the protection of children must be obligatory in all its activities. The strategy for implementing the ImpactX Foundation child protection policy is as follows: -

- Since this document has been adopted as an institutional policy to protect children from abuse, full implementation and exercise at all levels of the organization is mandatory.
- To implement this policy ImpactX Foundation must ensure that all its plans, policies, strategies and processes, activities, code of conduct, recruitment process and even infrastructure are child-friendly.

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- All parts of this policy are also aligned with the policies of the UNCRC, the Government of Bangladesh and other international organizations
- These policies need to be consistent with the nature and type of ImpactX Foundation activities. The opinions of all levels of member, governing body and, if possible external consultant, volunteer or service providers may be taken for its formulation and implementation.
- Observe other policies of the organization (financial management, recruitment, services providing rules, human resource management policies etc.) and make necessary amendments if those conflict with child protection policies and must be completed before the implementation of child protection policies.
- The code of conduct described in the policy will be applicable to all of ImpactX Foundation activities such as members, consultants, volunteers and recruitment of commodity suppliers, procurement process, planning and strategy setting, program implementation etc.
- ImpactX Foundation will provide training for member to enhance their skills to create awareness about child protection policies, policy implementation, monitoring, investigation activities and reporting.
- Ensure that all member, member organization, governing body, contractors, consultants, volunteers of ImpactX Foundation and other service providers is aware of all aspects of this policy and the implementation process.
- In order to implement the child protection policy, initiatives should be taken to liaise, coordinate and exchange information and experiences with the organizations related to child rights at national and international level

b. Method of implementation

The child protection policy contains guidelines for “good deeds” in the prevention and elimination of child abuse, and that is why this policy should be provided to all those who work with or on behalf of ImpactX Foundation and each of them should be advised to follow the instruction. Efforts should be made to ensure that the policy is followed by the affiliate organizations of ImpactX Foundation.

Below is a description of how this policy is applied to members of the organizations and other individuals or organizations: -

In the case of the member of the organization, the policy describes the role and responsibilities of the members of ImpactX Foundation in preventing child abuse and in understanding and responding to the allegations of child abuse if there is a risk of abuse. It describes the behavior of the member and others towards the child.

To introduce the rights of the child and to ensure the ImpactX Foundation's commitment to child safety, it is important for member to understand the incident of child abuse and take initiatives in that regard to ensure that children are protected and their needs are met. In addition, it is also important to maintain highest professional standards, ethical conduct and integrity of member and others when working with children in order to reduce the risk of child abuse in the activities of all projects under the organization. The professional and ethical behavior of the member of the organization and other

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persons with the child will be measured by the standards of this policy. Members and others will attempt to maintain this standard of behavior towards children in their personal lives as well.

As the ImpactX Foundation is an organization working for the development of children based on the rights of the child, working with the ImpactX Foundation means pledging to support and believe in the core principles of the UN Convention on the Rights of the Child and the work of the ImpactX Foundation child rights organization. At the local levels where members live and work, even if this policy is not reflected, is a serious violation of this policy or behavior that interferes with children's rights activities of ImpactX Foundation will not be tolerated.

In case of volunteers, it is important for all volunteers to make aware of this policy and must be consider to the proper use of the policy and guidelines, especially where they often have to come in contact with the child. The organization will take the necessary steps to ensure that volunteers who come in contact with child frequently while working understand the policy and act accordingly and formulate rules of procedure at the local level to take action on any possible issues related to child protection. The same procedure that is applicable to the member as described in the selection and recruitment rules need to be applied mandatory in the case of volunteer recruitments.

As ImpactX Foundation works closely with other organizations to work directly with children or to fund or support ImpactX Foundation project, therefore it is essential to reflect these policies and guidelines in the partnership agreement. Need to agree on joint commitments on child safety with partner organizations through negotiation and consultation or capacity building strategies. ImpactX Foundation needs to be sure that the partner organizations follow the policy and the commitment is reflected in the management to child protection and child abuse response. It should be made clear to all existing and potential collaborating organizations regarding child abuse and its inappropriate practices so that if there is a serious suspicion of any activity or behavior of the organization or any of its person or individuals is against this policy, ImpactX Foundation will not be able to maintain relationship with that organization. In case of other individuals, entities or organizations, ImpactX Foundation works with a variety of people for the development of children, such as the child's parents or guardians, local leaders, local peoples and child recruiting persons.

ImpactX Foundation also hires consultants and researchers to conduct research on child rights in the project area. It is important to let them know that ImpactX Foundation has a commitment to prevent child abuse. It will be the responsibility of the corresponding manager to ensure that they are aware of this policy so that they have a clear understanding of what to do when they have a concern for children and are guided by ImpactX Foundation code of conduct. (see the part of code of conduct) The organization will not provide any facilities to any of beneficiary member of the projects conducted under ImpactX Foundation, if they directly or indirectly participate in child abuse and it comes to the notice of the organization, and if they found guilty through proper investigation, their membership will be abolished.

The recruitment and selection process should reflect child protection policy as applicable to the recruitment of ImpactX Foundation member and volunteers who come in contact with the child. If ImpactX Foundation has any concern about the work of researchers or research consultants or the research team, it should be considered a child protection issue and subsequently terminate the contract with them or take necessary action according to the situation.

c. Activities

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ImpactX Foundation will take the following initiatives to implement the child protection policy:

Awareness

1. Initiatives will be taken to make all members, and members of governing body of ImpactX Foundation or other concerned persons aware about how child rights are violated and how the child can be abused. For this reason, training orientation and workshop will be arranged and various communication materials such as poster, leaflets, brochures, festoon, display board etc. will be used. In addition, awareness raising articles and communication materials will be disseminated through social media.
2. If there is an increase in the level of child abuse or any change in the policy then a special orientation will be arranged for the newly appointed officers or member of ImpactX Foundation. A brief orientation can be arranged for the contractor, volunteer and consultants.

Ways to prevent

1. It will be ensured that the level of risk for the children of organizations has been mitigated through personal, professional behavior, awareness etc.
2. It is necessary to be ensured that the policy has been followed in the recruitment process of member, service provider, advisors.
3. Have to ensure a strong monitoring process.
4. The potential risk of child abuse needs to be assessed in the organization every year
5. Children's personal information, pictures or any information that may endanger their safety may not be published in the media.

Recruitment and selection process

1. Provide a clear idea of the responsibilities and duties of the advertised position and the importance of engagement with children so that the selection of eligible candidates is possible.
2. Specific application form can be used to verify the sensitivity of the candidate towards child rights where the information filled, the criminal record will be helpful in selecting the eligible candidate
3. Candidates' sensitivity towards child rights will be verified through written test, oral test and reference check.
4. Other recruits such as consultants, volunteer, service provider individuals or in selection of organizations need to check their past record
5. Prior to recruitment, the candidate must read the child protection policy and sign it with consent.

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6. Responding to child abuse issues

- The victim child will report the incident orally or written to the management committee either personally or with the help of parents or others or eyewitnesses or individuals.
- If a complaint is received, the management committee will initially verify the authentication of the incident and if the incident is true and if falls into the category of serious abuse, he/she will first ensure the treatment of the victim child and take immediate action or form an inquiry committee according to the seriousness level of the incident on the advice of head of the organization.
- The management committee will ensure the legal assistance of the victim child and ensure safety, assistance and confidentiality of the affected child and his family, eye- witnesses or co-operatives in filing the complaint
- After confirmation of the veracity of the allegation, the accused will be granted temporary exemption till final action is taken
- Upon receipt of the investigation report, the management committee will arrange a hearing on the complaint, where statements from abused children, eyewitnesses, investigation team and defendants will be taken. Based on the appropriate evidence, the management committee will take appropriate action against the accused person and inform the abused child and his family about the steps taken.
- If the complainant or plaintiffs or the accused persons or persons are not satisfied with the judgment of the management committee, they will file a complaint to the head of ImpactX Foundation. According to the appeal, the decision will be taken by the chief management committee of the ImpactX Foundation, after reviewing the investigation report and hearing of both the parties. In this case, their decision will be considered as final
- If child abuse is a criminal offense, then state law and court assistance must be taken.

Management

The governing body will delegate overall responsibility to the Chairman of the organization for the implementation of the child protection policy. The Chairman will form two standing committees namely the Management Committee and the Monitoring Committee. All grievances will be collected and stored by the management committee and this committee will address the issue. If necessary, considering the decision of the complaint, the committee will form an inquiry committee in consultation with the Chairman. The Management Committee will settle the complaint subject to the report of the inquiry committee. If the complainant or plaintiffs or the accused persons or persons are not satisfied with the judgment of the management committee, they will file a complaint to the

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executive Chairman. According to the appeal, the decision will be taken by the executive director after reviewing the investigation report and hearing of both the parties. In this case, the decision of the executive director will be final.

Executive Committee

The Executive Committee of ImpactX Foundation will assign overall responsibility to the Chairman for the implementation of the child protection policy.

Chairman/CEO

- The Chairman & CEO shall report to the executive committee every four months.
- The Chairman & CEO will form two standing committees namely the Management Committee and the Monitoring Committee.
- If the complainant or plaintiffs or the accused persons or persons are not satisfied with the judgment of the management committee, they will file a complaint to the Chairman & CEO. Based on the appeal, the decision will be taken by the Chairman & CEO after reviewing the investigation report and hearing of both the parties. In this case, the decision of the Chairman & CEO will be the final.

Management Committee

This committee will be responsible for the overall implementation of the ImpactX Foundation's child protection policy.

Formation of the committee

- This committee will be consisting of three members.
- The committee will include IMPACTX FOUNDATION's (1) Program Manager/Coordinator (2) Program Officer and (3) Accounts/Monitoring Officer.
- The program manager will act as a focal person.

Functions of the committee

- All activities related to child protection policy will be conducted through this committee. This committee will collect and conserve all the complaints regarding the violation of child protection policy in the working area of IMPACTX FOUNDATION on monthly basis. Immediate meeting can be called in case of urgent need.
- In case of a serious incident and investigation must be started within 6 hours of receiving the complaint. In the meanwhile, if the abused child needs medical assistance, arrangements have to be made. The accused person cannot leave the place during the investigation. If the allegation is found to be true, then the person should be handed over to the law enforcement agencies.
- This committee will review all investigations into child protection policy violations and take the necessary steps and decisions

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- If necessary, form an investigation committee considering the seriousness of the complaint in consultation with the executive director and promptly take further action and decisions subject to the report of the investigation committee
- This committee will take different awareness raising activities for the implementation of child protection policy.
- This committee will ensure that the policy is properly implemented in all areas of planning, strategies, recruitment, procurement, infrastructure development etc.
- The management committee will make budgets for all financial activities related to child protection policy
- This committee will send a report to the general secretary of the organization on a monthly basis
- For the full implementation of the policy, various recommendations of this committee will be submitted to the general secretary

Investigation committee

A three-member investigation committee will be formed on the advice of the executive director of the management committee if necessary to full-investigate the incident of violation of the IMPACTX FOUNDATION's child protection policy

Formation of investigation committee

- This committee will be consisting of three members
- The committee will consist of any three members up to the supervisor level of the organization
- If necessary, the organization can take initiatives to form a committee to conduct investigation activities from outside of the organization

Activities of the investigation committee

- In case of a serious incident, an investigation must be started within 6 hours of receiving the complaint
- If the level of persecution is not serious, the investigation must be completed within three days of receiving the complaint
- In need of investigation the tortured child should not be questioned in a way that the child feels embarrassed. The amount of information that will enough to prove the incident only that amount of information can be interrogated. An environment should be created before the interrogation so that the child can feel comfortable and help to provide information on his/her

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- During the interrogation the child needs to make sure that information he or she given will be useful for his or her benefit and explain how it will work. Information can be taken from them with the assurance that the information will be kept confidential. The child needs to be reassured that his or her information will not be providing to anyone other than the person in charge
- No information can be disclosed through any other means during the time of investigation
- All the staff, concerned persons, organizations and member organizations of ImpactX Foundation will be obliged to fully cooperate in any investigation activities.
- A report with appropriate documentation must be submitted to the management committee within a maximum of three days of the completion of the investigation. In case of serious complaint; report should be submitted as soon as possible.

Monitoring Committee

A three-member monitoring committee will regularly monitor for the proper implementation and application of child protection policy of ImpactX Foundation. This committee will be consisting of three members

Those who will be in the committee

1. Project Director/Coordinator
2. Program Monitoring Officer
3. Program Officer

The program monitoring officer will act as a focal person

Activities of monitoring committee

- This committee will regularly monitor the ImpactX Foundation child protection policy
- This committee will work with management committee to properly implement, change and modify the ImpactX Foundation child protection policy
- If the monitoring committee is aware of any incident that violates the child protection policy of ImpactX Foundation during the monitoring, it will submit the details of the incident to the management committee. The management committee will take necessary action in that matter.

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- The monitoring committee will submit monitoring report to the management committee every three months.

10. Confidentiality

All information and documents relating to oppressed children will be upkeep with the utmost confidentiality. In addition, for the purpose of a fair and impartial investigation no more information can be disclosed than is required. In order to protect children from potentially oppression, information related to any torture can be used for limited purposes only, as an example without anonymity.

11. Policy reassessment

The ImpactX Foundation will convene meetings every two years with members of the governing council and the child protection management committee to correct and refine its child protection policy as needed. After making necessary amendments and refinements, the organization will start implementing the revised policy very soon.

12. Conclusion

As this document describes the organizational principles of the ImpactX Foundation to protect children from abuse, its full implementation is mandatory in all parts of the organization. It is the responsibility of all managers to ensure that all members and others under their management are aware of this policy and necessary methods and procedures exist for implementation. All the staff and others of ImpactX Foundation must understand the importance and obligation of this policy and act accordingly. If any person associated with ImpactX Foundation, whether inside or outside of ImpactX Foundation is known to be their behavior offensively infringing on the child rights or violating the principles and values of this policy in that case organization will take immediate disciplinary action against him or her and will take any other necessary action depending on the nature, situation and location. This means punitive action or dismissal in case of employee and termination of work in case of volunteer.

Depending on the nature of the situation and location, ImpactX Foundation may seek the assistance of other authorities, such as getting help from the police to protect children or if necessary, resort to the law. The name, phone number and contact address of the complaint receiver will be written in the head office of ImpactX Foundation in each branch so that the children can report about abuse without fear. As soon as receive the complaint from children, the concerned authority will take it seriously and take necessary action.

