



Social Awareness Society for Youths (SASY)

No.33A, 2nd Cross West, Anna Nagar, 4th Street, Marakanam Road, Tindivanam – 604001,
Villupuram District, Tamil Nadu – India

SAFEGUARDING POLICY

August 2019

1. Purpose:

This POLICY is framed by SASY to protect the Children and Adults especially Girl Children and Women at its work place both in the office and in the area of its involvement.

SASY, Board Members, Advisory Members, Staff, Volunteers, Facilitators, Consultants, Field level Leaders, Cadets and all others who are connected to its work and services are committed to this Policy.

SASY is responsible for sharing this Policy with all those who are in SASY and to monitor the same for its effective compliance by promoting internal mechanisms and to investigate the violations if any.

2. Scope:

This policy applies to all SASY locations both at the Office and Field levels for its scrupulous adherence by all those who are connected to SASY at all levels of Governance.

3. Review and Adoption:

This policy is due for review every 24 months by SASY's Executive Committee and later approved by the GB. SASY will include the provisions that are in place to Safeguard the Children and Adults in its policy and also commits to adopt any future legislative changes or amendments etc.,

4. Definitions:

Child

Child is defined as ‘any person under the age of 18 irrespective of any other statutory definition’.

Safeguarding Children:

1. Protecting children from any form of abuse, harassment, torture and maltreatment;
2. Preventing impairment of children's health or development;
3. Ensuring that children are growing up in a safe and protective environment and care
4. Taking all measures to nurture all children to emerge as discrimination and disability free atmosphere for a producing effective result.

a. Adult at risk:

An adult at risk is defined as a person over the age of 18 who needs protection and care from being at risk, abuse or neglect or harassment and also who is unable to safeguard their own well-being, property, rights and or other interest because they are affected by disability, mental disorder, illness or physical mental infirmity or vulnerable of being harmed.

b. Safeguarding Adults:

Safeguarding means protecting an adult’s right to live in safety, free from abuse, discrimination, harassment and neglect. Also, it includes ensuring such adult’s wellbeing, views, wishes, feelings, concerns and beliefs. In addition, it encompasses a conducive atmosphere providing them to take their decisions and actions.

5. Safeguarding Commitments:

- a. SASY's Governing Board is committed to ensure sustenance and improvement of this policy and to put the same into practice;
- b. SASY will share and train its Board Members, Advisory Members, Staff, Volunteers, Facilitators, Consultants, Field level Leaders and all others who are connected to its work and services on this policy
- c. SASY will look into the Govt Policies, Legislations and Programs that are in place or bringing in time to time; and incorporate those provisions and standards into its own policy
- d. SASY will constitute a Monitoring committee comprising its Board members, senior staff and Facilitators with Gender and other balances.
- e. The Secretary/Director will be the Convenor of this Committee. If the complaint against the Secretary/Director, the President of SASY will play the role of the Convenor. Monitoring Committee will formulate an Investigation Committee if any complaint is made by a survivor for a fair investigation and trial.
- f. SASY will support any survivor or the complainant and provide due importance to complaints if any that it receives on the violation of such safeguards and commits for its fair investigation and trial through its Monitoring and Investigation Committees. If proved, SASY will imply civil and criminal proceedings against such violator whoever it is.
- g. SASY will ensure due respect and dignity to the survivor or the complainant but a fair trial will be ensured to provide justice both the complainant and the accused/charged.
- h. SASY will encourage a culture of learning throughout the organisation SASY commits to doing the right thing every time for all the people involved in safeguarding concerns. However, SASY recognises that processes and outcomes, on occasions, can and must be improved. SASY commits to being transparent about learning from these

situations through a robust and effective quality assurance system and compliance process which is checked through independent external scrutiny.

- i. This policy will ensure SASY puts its beneficiaries first who all have a right to be safe from inappropriate, discriminatory, offensive or harmful behaviour when using our services or sites.

Roles & Responsibilities:

SASY will ensure that all those in SASY are familiarised with this policy and the consequences if its violated

SASY will organise trainings to share the entirety of this Policy document with all those who are in SASY

6. Monitoring and Investigation:

SASY will formulate a Monitoring and Investigative Committees to render justice to the survivor or the Complainant.

SASY will record and document the functions of Monitoring Committee and the Investigation Committee on the trials if any that they hold based on any complaint.

7. Reporting and Deciding:

SASY will record any such functions and trials of both Monitoring Committee and Investigation Committee and submit their reports to its GB and the GB will decide the future course of action immediately, without loss of time.

8. Penal Action against the offender

SASY will ensure that the survivor get justice based on the provisions of Legislations of the Law of the Land, if the offence is grave.

9. Against the false and frivolous complaints:

SASY will ensure justice to those who are falsely implicated with an ulterior motive by any Child or Adult, by initiating legal and penal action against such complainant.

Date : 03.08.2019

Person in-charge : 1. **Ms. Annie Rachal**

Documentation Officer

2. **Mr. Duraipandi**

Child Rights Coordinator