

CMHQ Child Protection Policy

1. Policy Statement

CMHQ is committed to the safety and well-being of all children and young people involved in our programs, regardless of their location. We aim to create a safe and respectful environment for all participants and to comply with child protection laws and regulations in all countries where we operate.

2. Scope

This policy applies to all staff, volunteers, and anyone else acting on behalf of CMHQ. It covers all our activities and programs involving children and young people, both domestically and internationally.

3. Definitions

A child or young person is anyone under the age of 18, in line with the United Nations Convention on the Rights of the Child. However, we recognize that the legal definition of a child may vary in different jurisdictions and will respect local laws and customs.

4. Responsibilities

All staff and volunteers have a responsibility to ensure the safety and welfare of children and young people involved in our programs. This includes understanding and complying with this policy and local child protection laws, and reporting any concerns or incidents in accordance with our reporting procedures.

5. Code of Conduct

All staff and volunteers must adhere to our Code of Conduct, which includes guidelines on appropriate behavior towards children and young people. The Code of Conduct will respect local customs and laws, while ensuring a high standard of child protection.

6. Recruitment and Training

We will ensure that all staff and volunteers are suitable to work with children and young people. This includes conducting background checks where required by law and providing training on child protection, which will cover local laws and customs in the countries where they will be working.

7. Reporting Procedures

Any concerns or incidents relating to the welfare of a child or young person should be reported immediately to the designated Child Protection Officer. We will take all reports seriously and take appropriate action in accordance with local laws and regulations. This may include reporting the incident to local authorities, providing support to the child or young person involved, and conducting an internal investigation.

8. Partnerships

When working with partner organizations, we will ensure that they also have robust child protection policies in place and that they comply with local laws and regulations.

9. Review

This policy will be reviewed regularly to ensure it remains effective and compliant with relevant laws and regulations. This will include reviewing the child protection laws and regulations in the countries where we operate and updating our policy and procedures as necessary.