



CENTER FOR SUSTAINABLE SOLUTIONS [CSS]

GARFA CENTER FOR SUSTAINABLE SOLUTIONS IN SOCIAL WELFARE

www.cssindia.co.in

CODE OF CONDUCT

PREVENTION OF SEXUAL EXPLOITATION & ABUSE [PSEA]

We at CSS, have adopted the UNICEF Code of Conduct and reiterate that this Code of Conduct applies to all CSS members, staff, interns and volunteers involved in providing services and support to children and their families anywhere and at all times. We would also like that all others who are associated with us including donors, clients, partners, vendors, suppliers, consultants and others, to respect and abide by this Code of Conduct.

1. All shall work in the best interest of the children.
2. Assistance to children shall be provided impartially, allowing no discrimination irrespective of the child's or his or her parent's or legal guardian's race, colour, gender, language, religion, political or other opinion, national, ethnic or social origin, sexual orientation, property, disability, birth or other status, or any other grounds.
3. We shall work to promote children's rights through their daily activities, training and actions.
4. We agree to abide by the Core Principles of the Code of Conduct as outlined in the UN Secretary's General Bulletin on Special Measures for Protection from Sexual Abuse and Exploitation.
5. We all agree to abide by the principles of the United Nations Convention on the Rights of the Child and its optional protocols.

6. We understand that child abuse including sexual exploitation and sexual abuse constitute acts of serious misconduct and are therefore grounds for disciplinary measures, including summary dismissal and/or reports to appropriate authorities.

7. We understand that sexual activity, abuse or exploitation with children [persons under the age of 18] is prohibited, regardless of the age of majority or age of sexual consent locally. A mistaken understanding of the age of a child is not a defense.

8. We understand that exchange of money, employment, goods or services for sex including sexual favours or other forms of humiliating, degrading or exploitative behavior is prohibited. This includes any exchange of assistance that is due to beneficiaries of assistance.

9. We shall never commit any act that could result in physical, sexual or psychological harm or suffering to individuals, especially women and children, including those women and children within my family.

10. We shall never abuse our position to withhold humanitarian and development assistance, nor give preferential treatment, in order to solicit sexual favours, gifts, payments of any kind, or advantage.

11. Where there are concerns or suspicions regarding child abuse or exploitation by a colleague, including those within partner organizations, we shall report such concerns immediately via established reporting mechanisms.

12. All staff, interns and volunteers shall maintain strict confidentiality and security of all information about the children's past and present. The confidentiality of those who may be reporting alleged abuse or code of conduct violation shall be strictly maintained.

13. Under no circumstances will any member, staff, interns and volunteers use corporal punishment against children as a form of discipline. We condemn corporal punishment and we shall take appropriate action to ensure that children everywhere do not face any punishment and discrimination.

14. We shall uphold the highest standards of efficiency, competence, integrity and transparency in the provision of services and support to children and their families.

If you believe that any CSS member, staff, volunteer, intern, partner, consultant and service provider has acted in a manner that is inconsistent with this Code of Conduct, please notify management by getting in touch with Ms. Aditi Roy at aditi20869@gmail.com / + 91 7278012223, alternatively you could contact Mr. Sujoy Chaudhury at sujoy.chaudhury@gmail.com / + 91 9831690723. You could also write to CSS at tgcss.india@gmail.com or use our confidential whistleblower line available at www.cssindia.co.in .CSS prohibits retaliation against any person who reports or participates in an investigation of a possible violation of our Code of Conduct. A report made in bad faith or failure to report conduct that is inconsistent with this Code of Conduct can result in disciplinary action.

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