ANTI CHILD ABUSE POLICY (ACA)

Objective

In SV SportzVillage Foundation ("SportzVillage") we are sensitive towards the emotional, physical and mental needs of children. We endeavor to ensure a safe, secure and congenial environment for all the children who will be interacting with our employees as part of our Physical Education Training Programs.

SportzVillage Foundation has Zero Tolerance to any form of abuse by its employees, such as physical, mental, emotional or any neglect towards children. As per the policy of company, SportzVillage Foundation' approach is to spread awareness thereby putting a stop to Child Abuse at school and in the event of an occurrence of any such incident, enforces strict action against the perpetrator.

It is the duty of the organization to deter acts of child abuse and provide procedure for resolution, settlement or prosecution of acts of child abuse;

- where the conduct would constitute misconduct under the rules or regulations of the organization, SportzVillage Foundation shall initiate reformative action against him/her;
- where the aggrieved party is not satisfied with the reformatory actions taken by SportzVillage Foundation and desires to institute the above offence under the local regulatory regime or any other law, the Internal Complaints Committee of SportzVillage Foundation can aid the aggrieved party in initiating action with relevant authorities.

For the purposes of clarification, a child means every human being below the age of 18 year.

Conduct constituting child abuse:

Emotional abuse:

Emotional abuse is any ill treatment towards the child. At SportzVillage Foundation, we appreciate the long lasting devastating effects that it can have on a child's mental and emotional health.

The following acts, including but not limited to, would amount to emotional abuse:

- Humiliating or criticizing a child.
- Disciplining a child with degrading punishments.
- Not recognizing a child's own limitations and set-backs by punishing or/and controlling them excessively.
- Exposing a child to interaction that are distressing and that he/she is not comfortable with.
- Failing to promote a child's social development by not allowing them to interact with other children.
- Persistently ignoring a child.
- Expressing constant negative remarks towards the child.
- Never showing any emotions in interactions with a child.

Physical Abuse:

Physical abuse in a broad sense is the deliberate infliction of physical harm to a child.
The following acts, including but not limited to, would amount to physical abuse:

- Bruising:
  • Anywhere on the body of the child. For example: on the cheeks, ears, palms, arms, back, buttocks, tummy, feet etc.
  • An act of bruising once or multiple bruises would amount to physical abuse. The bruise/bruises can be caused by hand or an object.
- Burns or Scalds:
  Anywhere on the body of the child. For example: burns on the feet, legs, genitals, hands etc.
- biting
- causing fractures or any broken bones to the child
- scarring
- Poisoning.
- Drowning (if the program involves exposure to water) or suffocating.
- Head injuries.
- Fabricated or induced illness.
- Hitting, slapping, inflicting cuts etc.

Sexual Abuse:

Child sexual abuse is a form of child abuse that involves persuading or forcing a child to take part in sexual activities, or encouraging a child to behave in sexually inappropriate ways.

At SportzVillage Foundation, we appreciate the array of overwhelming impacts that it can have on a child's present and future. The following acts, including but not limited to, would amount to sexual abuse:

- Sexual touching of any part of the body, clothed or unclothed, including touching by using an object.
- All penetrative sex, including penetration of the mouth, with an object or part of the body.
- Encouraging a child to engage in sexual activity, including sexual acts with someone else making a child perform any sexually objectionable activity
- Intentionally engaging in sexual activity in front of a child.
- Not taking proper measures to prevent a child from being exposed to sexual activity by others.
- Taking, making, permitting to take, distributing, showing or advertising indecent images of children.
- Any act that would amount to child pornography.
- Exposing a child to images of sexual activity including photographs, videos or via webcams.

Neglect:

Neglect is the persistent failure to meet a child's basic and essential needs. The basic needs include food, water, protection, health care etc. We expect our employees to demonstrate the requisite attention, care and kindness that each child requires. Any failure to do so would amount to neglect.

Anti Child Abuse Committee

SportzVillage Foundation has an Internal Complaints Committee (ICC). This committee work towards ensuring adherence across the organization, as prescribed under this policy. The constitution of the ICC shall be as follows:

(a) A Presiding Officer who shall be a man/woman employed at a senior level at the Company from amongst the employees;
(b) not less than two Members from amongst employees preferably committed to the cause of children or who have had experience in social work or have legal knowledge;
(c) one member from amongst non-governmental organizations or associations committed to the cause of children or a person familiar with the issues relating to child abuse;
(d) Provided that at least one-half of the total Members so nominated shall be women.

Training

Company shall conduct regular education and awareness programs, with the help of diverse mediums of training for eg. Workshops, sessions, computer based training etc to clearly outline unacceptable behavior, specifics of the ACA policy, thereby, preventing incidents of child abuse.

Complaints Procedure

- The parent/legal guardian/management of the institute where the employee interacts with the child/any member of SportzVillage Foundation/any other adult of sound mind being aware of an instance of child abuse ("Complainant") , may make, in writing, a complaint of child abuse to the ICC, within a period of [●] months from the date of incident and in case of a series of incidents, within a period of [●] months from the date of last incident;
- In case the complaint cannot be made in writing, the Presiding Officer or any Member of the ICC shall render all reasonable assistance to the Complainant for making the complaint in writing.
- The ICC may, for the reasons to be recorded in writing, extend the time limit not exceeding [●] months, if it is satisfied that the circumstances were such which prevented the Complainant from filing a complaint within the said period.

Settlement

- The ICC may, before initiating an inquiry and at the request of the Complainant take steps to settle the matter between the Complainant and the respondent through conciliation.
- Provided that no monetary settlement shall be made as a basis of conciliation.
- Where a settlement has been arrived in accordance to above, the ICC shall record the settlement so arrived and forward the same to the employer as notified by the relevant authorities from time to time to take action as specified in the recommendation.
- The ICC shall provide the copies of the settlement to the Complainant and the respondent.
- Where a settlement is arrived in accordance to above, no further inquiry shall be conducted by the ICC.

Inquiry

Once the complaint is made by the Complainant in accordance with the procedure herein above, the inquiry shall be completed within a period of [●] days.

Where the ICC, arrives at the conclusion that the allegation against the respondent has been proved, it shall recommend to the employer:

- to terminate the employment of the respondent with immediate effect.
- to take action for child abuse as a misconduct in accordance with the provisions of the service rules applicable to the respondent or where no such service rules have been made, in such manner as may be prescribed;

- to deduct, notwithstanding anything in the service rules applicable to the respondent, from the salary or wages of the respondent such sum as it may consider appropriate to be paid to the aggrieved child, as it may determine.

- In case the employer is unable to make such deduction from the salary of the respondent due to his being absent from duty or cessation of employment it may direct to the respondent to pay such sum to the aggrieved child;

The employer shall act upon the recommendation within [●] days of its receipt by him.

We require all employees who would be part of the Physical Education Program to sign this ACA Policy as part of their appointment/engagement letter.