

Child Protection

OBJECTIVE:

To set outline the guidelines and to actively engage team members of Huvafen Fushi for Child Protection from abuse which will include physical/ sexual/ emotional and neglect.

APPLICABLE TO:

All Team members of Huvafen Fushi and other team members of third party service provider who interact with our guests representing Huvafen Fushi, Maldives.

RESPONSIBILITY OF COMPLIANCE:

All department Heads.

PROCESS/STEPS/POLICY:

DEFINITIONS:

Child: anyone under the age of 16

Child Protection: refers to the actions taken in order to prevent or stop all behaviors considered dangerous for the physical and psychological health of children.

Child abuse: is any form of physical, emotional or sexual mistreatment or lack of care that leads to injury or harm. It often occurs within a relationship of trust or responsibility and is an abuse of power or a breach of trust. Abuse can happen to a child regardless of their age, gender, race or ability. Even in situations where it may be felt that the child accepted or somehow invited the abuse, it is still abuse. It is a fact that child abuse can happen anywhere, irrespective of the location and in spite of the law. Children can suffer from one or a combination of these forms of abuse.

Emotional – the emotional mistreatment of a child which may involve telling a child that they are worthless or unloved, inadequate, or valued only to meet the needs of another person. These may include imposing expectations or interactions that are inappropriate or beyond the child’s developmental capability, as well as overprotection and limiting the child’s ability to explore or learn or preventing the child from participating in normal social interaction.

Physical – causing bodily or physical harm e.g. hitting, shaking, poisoning, burning or scalding, drowning, suffocating, giving children alcohol or drugs or any other action causing physical harm to a child.

Sexual – when adults use children to meet their own sexual urges; this may or may not include physical contact with the child (e.g. any sexual activity, intimate touching, sexually suggestive remarks, pornography or prostitution) whether or not they are aware of what is happening.

Neglect – persistent failure to meet the child’s physical or psychological needs to an extent that is likely to result in serious impact on the child’s health or development (e.g. failing to provide adequate food, shelter, failing to protect from physical harm or danger, failing to ensure access to appropriate medical care or treatment, child being locked alone in a room for a period of time or left without proper supervision, not responding to their emotional needs or ensuring their educational needs are met).

In addition, **bullying** is a form of child abuse although often, but not always, the person who is the bully is also a child. Bullying means deliberate, hurtful behavior towards another person that is usually repeated over a period of time. The outcome will always be painful and distressing for the victim. There are four main types of bullying:

1. physical (e.g. pushing, hitting, slapping or any use of violence);
2. verbal (e.g. racist or homophobic remarks, name-calling, graffiti, threats);
3. emotional (e.g. ridiculing, humiliating, ignoring, and isolating from the group); or,
4. sexual (e.g. unwanted physical contact or abusive comments).

In the case of suspected or actual child abuse, you must ensure that your first priority is always for the safety and welfare of the child and that no child is ever left in an un-safe situation. It is often very hard to admit that abuse is taking place within some place, especially to children we know and particularly by people, we trust. We cannot assume that because we work in a voluntary organization that all individuals are caring individuals, as this may lead us to fail to hear, recognize, or deal with the possibility that abuse is happening. You may be worried about raising your concern and may think it is best to keep it yourself, perhaps feeling that it is none of your business or only a suspicion. You always treat your concerns seriously and if you have such concerns, you should report to the relevant authority – we all have a responsibility to protect the children in our care. It is important in all circumstances to share your concern with someone who can make sure that the matter is looked at and dealt with as soon as possible.

Abusers can be adults (male or female) and other children, and are usually known to and trusted by the child and family. The abuser may be a family member, or they may be someone the child encounters in a residential setting or in the community, including during sports and leisure activities. An individual may abuse or neglect a child directly, or may be responsible for abuse because they fail to prevent another person harming that child or neglecting the needs of the child.

Adult Code of Behavior

As a person in a position of Programme responsibility you are in a position of trust at all times in relation to the children for whom you are responsible.

1. DO treat everyone with dignity and respect
2. DO set an example you would wish others to follow
3. DO treat all children equally – show no favoritism
4. DO respect a child's right to personal privacy
5. DO avoid unnecessary physical contact with a child -- your actions, no matter how well-intentioned, might be misinterpreted by them or someone else
6. DO avoid unacceptable situations within a relationship of trust; for example, a sexual relationship with a participant, even if they are over the age of consent
7. DO have separate sleeping accommodation for children and adults
8. DO plan activities that involve more than one other person being present, or at least are within sight and hearing of others – avoid spending time alone with a child in private or out of sight/hearing of others.
9. DO allow children to talk about any concerns they may have
10. DO encourage others to challenge any attitudes or behaviors they do not like
11. DO avoid being drawn into inappropriate attention-seeking behavior from children, such as tantrums and crushes
12. DO take any allegations or concerns of abuse seriously and refer them immediately to the HR department of the resort who can communicate this further to the relevant authority
13. DO NOT trivialize or belittle abuse or concerns
14. DO NOT form an intimate relationship with a child or any other relationship that would be an abuse of trust
15. DO NOT allow abusive activities between children such as initiation ceremonies or bullying
16. DO NOT engage in inappropriate behavior or contact – physical, verbal, sexual
17. DO NOT make sexually suggestive remarks or threats to a child, even in fun
18. DO NOT use inappropriate language, whether speaking or writing – in person or by phone, email or through use of social media
19. DO NOT allow a child to use inappropriate language unchallenged
20. DO NOT let allegations, suspicions, or concerns about abuse go unreported

1. Huvafen role in safeguarding Children

Since child has same rights that of adults so that they can develop to full potential, free from hunger and want, neglect and abuse. Despite these rights, children may find themselves exposed to the abuses and exploitation listed above. Therefore, it is the role of all Management and team members to safeguard their wellbeing and development, whether they are guest and locals.

In case if some suspicious activities are going on within the premises of Huvafen Fushi, then team members can always contact the HR team members being headed by respective in charge.

2. Reporting child abuse:

In case if some suspicious of Child abuse activities are going on within the premises of Huvafen Fushi, then team members must report to any of the following personnel of Huvafen Management.

1. General manager (Telephone Phone Number: 6644222 / Extension number: 201)
2. Operations Manager (Telephone Phone Number: 6644222 / Extension number: 240)
3. Human Resources Manager (Telephone Phone Number: 6644222 / Extension number: 213)
4. Family and Child Protection Department of Maldives Police Service (Telephone Phone number: 300-0600)
5. Ministry of Gender and Family (Telephone Phone number: 301-3017)

3. Steps in reporting the child abuse:

1. Make an appointment to one of the above managers through your head of the department or through HR department.
2. Identify the person who is abusing the child.
3. Identify the child being abused.
4. Explain the suspicious activities you have observed.
5. If team members cannot directly report to above personnel, then channelize the same through your Department Head.
6. Management will coordinate with local police for further action.