

Safeguarding and Child Protection Policy **Outline India Research Private Limited**

1. Purpose:

Outline India is committed to the **safety, dignity, and rights of all individuals**, especially **children**, who may be involved in our research and fieldwork activities. This policy outlines the measures taken to prevent harm, abuse, or exploitation and to promote ethical, respectful engagement.

2. Scope

This policy applies to:

- All employees, consultants, field staff, and subcontractors
 - Any data collection, interviews, or research activities involving children (under 18 years of age)
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3. Key Principles

- **Zero tolerance for abuse or exploitation**
 - **Best interest of the child** takes precedence in all activities
 - **Respect, confidentiality, and informed consent** are mandatory
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4. Safeguarding Measures

- **Informed Consent:** Written consent from a parent or guardian is obtained before engaging with any child respondent
- **Trained Staff:** Field teams are trained in child-sensitive approaches and ethical conduct

- **Safe Environment:** Interviews are conducted in non-threatening, supervised, and age-appropriate settings
 - **Data Protection:** All personal identifiers of children are anonymised and securely stored
 - **Incident Reporting:** Any concern or allegation of harm is to be reported immediately to the designated safeguarding officer
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5. Responsibilities

- All staff are responsible for upholding this policy
 - A **designated safeguarding lead** oversees training, risk mitigation, and response protocols
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6. Compliance

The policy aligns with:

- Indian child protection laws (e.g., POCSO Act, 2012)
 - International guidelines (UNCRC, UNICEF Child Safeguarding Standards)
 - Ethical research practices
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