Youth Safeguarding Policy

1. Definition of Youth

In accordance with the **National Youth Policy (NYP) 2024**, *youth* refers to individuals aged **15 to 29 years**. This policy specifically focuses on safeguarding youth within the **18 to 25 years** age bracket.

2. Introduction:

Bright Future is committed to creating and maintaining a safe, protective, and inclusive environment where all youth, regardless of age, gender, caste, religion, disability, sexual orientation, or socio-economic status, feel safe, respected, and supported.

This Youth Protection Policy outlines the commitments, responsibilities, and standards all employees, volunteers, associates, and partners must follow to ensure the safety and well-being of all young people associated with Bright Future's programs.

Our organization is dedicated to providing a **safe, inclusive, and empowering environment** for all youth participants. Recognizing the unique challenges faced by this demographic, this policy outlines our commitment to protecting youth from abuse, exploitation, and discrimination, ensuring their holistic development and active participation in nation-building.

3. Scope

This policy applies to:

- All employees, volunteers, consultants, and interns.
- Third-party service providers and partners interacting with youth.
- All physical and virtual spaces where our programs are conducted.

4. Key Principles

1. Zero Tolerance for Abuse

We maintain a strict **zero-tolerance policy** against all forms of abuse, including physical, emotional, sexual, and digital harassment. Any violations will result in immediate disciplinary action and potential legal proceedings.

2. **Non-Discrimination and Inclusion**

We are committed to providing an environment free from discrimination based on gender, caste, religion, disability, sexual orientation, or socioeconomic status. Inclusive practices are integral to all our programs and activities.

3. **Empowerment and Participation**

Aligned with the NYP 2024's emphasis on youth leadership, we encourage active youth participation in decision-making processes, program development, and implementation.

4. **Safe and Supportive Environment**

We strive to create spaces—both physical and virtual—that are safe, accessible, and conducive to the personal and professional growth of youth.

5. **Code of Conduct**

All personnel and associates must:

- Treat youth with respect and dignity.
- Maintain professional boundaries at all times.
- Obtain informed consent before collecting or sharing personal information.
- Avoid any form of inappropriate communication or physical contact.
- Report any suspicions or incidents of abuse immediately.

6. Digital Safety

Recognizing the increasing digital engagement, we implement measures to protect youth online:

- Prohibit one-on-one private communications between staff and youth without oversight.
- Ensure all online interactions are transparent and appropriate.
- Educate youth about digital literacy and online safety.

7. Reporting Mechanisms

1. Internal Reporting

Individuals can report concerns through:

- Direct contact with the designated Youth Safeguarding Officer.
- Anonymous reporting channels available online or on-site.

2. Confidentiality and Protection

All reports are handled with utmost confidentiality. Retaliation against individuals reporting concerns in good faith is strictly prohibited.

8. Legal Framework

This policy aligns with the following Indian laws and policies:

- **National Youth Policy 2024**: Outlines a ten-year vision for youth development in India, focusing on education, employment, leadership, health, and social justice.
- **The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**: Provides protection against sexual harassment of women at the workplace.
- **The Rights of Persons with Disabilities Act, 2016**: Ensures equal opportunities and safeguards for individuals with disabilities.
- **Transgender Persons (Protection of Rights) Act, 2019**: Aims to protect the rights of transgender individuals and ensure their welfare.
- **Digital Personal Data Protection Act, 2023**: Addresses the protection of personal data in the digital realm.

9. Capacity Building

We are committed to continuous learning and development:

- Providing regular training sessions on safeguarding policies and practices.
- Organizing workshops on leadership, digital literacy, and rights awareness.

10. Review and Monitoring

This policy will undergo a comprehensive review every two years to ensure alignment with current laws, policies, and organizational goals.

11. Contact Information

For concerns or more information:

Bright Future

Office No 601 & 602, 6th Floor, Origin 108, Kumbhar Wada Bhakti Bhavan, Sindhi Society, Chembur East, Mumbai – 400071.

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https://brightfutureindia.org/

Name: Signature:

Date: Place:

References:

1. **National Youth Policy 2024**: https://yas.gov.in/sites/default/files/DRAFT%20NATIONAL%20YOUTH%20POLICY%2025july23.pdf
2. **The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**: https://wcd.nic.in/sites/default/files/Sexual-Harassment-at-Workplace-Act.pdf
3. **The Rights of Persons with Disabilities Act, 2016**: https://legislative.gov.in/sites/default/files/A2016-49.pdf

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Connecting Education to Employment

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