



KDO

Safeguarding Policy



KHAGARAH Development Organization (KDO)

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16.8.23

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KHAGARAH Development Organization (KDO)

1. Introduction

The KHAGARAH Development Organization (KDO) is committed to ensuring the safety, well-being, and protection of all individuals, particularly vulnerable groups, involved in its programs and activities. This Safeguarding Policy outlines KDO's approach to preventing all forms of harm, abuse, and exploitation of children, vulnerable adults, and all individuals involved with the organization, including staff, volunteers, beneficiaries, and community members.

KDO's safeguarding efforts are grounded in respect for the rights of every individual, ensuring that the organization operates in a manner that prioritizes the dignity and safety of all individuals. This policy is in line with the United Nations Convention on the Rights of the Child (UNCRC) and other relevant international and national standards.

2. Scope of the Policy

This policy applies to all KDO staff, volunteers, contractors, consultants, and any other individuals or organizations working on behalf of KDO. It covers all aspects of KDO's operations, including programs, projects, events, partnerships, and community engagements. The policy addresses issues related to the protection of both children and adults from harm, exploitation, abuse, and neglect.

3. Key Principles of Safeguarding

KDO is committed to upholding the following key principles in its safeguarding efforts:

Zero Tolerance for Abuse: KDO has a strict zero-tolerance policy regarding any form of abuse, including physical, sexual, emotional abuse, neglect, exploitation, or discrimination.

Child-Centered Approach: The best interests of children will always be prioritized, and efforts will be made to create a safe and supportive environment for children and their families.

Inclusive Protection: Safeguarding extends to both children and adults, ensuring that the needs of vulnerable groups, including persons with disabilities, women, and the elderly, are also protected.

Accountability and Transparency: KDO will ensure transparency and accountability in all safeguarding-related matters, with clear reporting and monitoring mechanisms.

Confidentiality and Safety: Safeguarding reports and concerns will be handled with the utmost confidentiality, ensuring that those reporting concerns are protected from retaliation.

4. Safeguarding and the UNCRC

KDO's safeguarding policy is designed to align with the principles and articles of the UNCRC, which emphasizes the rights of children to be protected from abuse, neglect, and exploitation. KDO adheres to the following core principles of the UNCRC:

Right to Protection: Children have the right to be protected from all forms of abuse and exploitation (Article 19).

Right to Participation: Children have the right to express their views freely in matters affecting them (Article 12).

Right to an Identity: Every child has the right to an identity, including the right to know and be cared for by their parents (Article 7).

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5. Safeguarding Measures and Procedures

A. Prevention of Abuse

Recruitment: All staff and volunteers undergo rigorous background checks during recruitment, including police clearance, reference checks, and verification of qualifications and experience.

Code of Conduct: KDO has established a strict code of conduct that all staff, volunteers, and partners must adhere to. This code outlines acceptable behaviors, such as maintaining professional relationships, appropriate conduct with children and vulnerable adults, and avoiding situations of potential exploitation or abuse.

Training: All staff and volunteers are required to undergo safeguarding training, which includes identifying signs of abuse, appropriate behavior standards, reporting mechanisms, and responding to concerns. The training is refreshed periodically to ensure staff are up-to-date with best practices.

Awareness Raising: KDO conducts ongoing awareness-raising activities within the community to educate children, families, and staff on safeguarding issues, rights, and available reporting channels.

B. Reporting Safeguarding Concerns

Reporting Mechanisms: KDO has established clear, confidential, and accessible reporting mechanisms for all individuals to report concerns related to abuse, neglect, exploitation, or harm. Reports can be made anonymously if desired, and all reports are treated with the utmost sensitivity and confidentiality.

Handling Reports: All safeguarding concerns will be investigated promptly. KDO's Safeguarding Focal Point will lead the investigation, supported by senior management and external experts when necessary. The complainant's identity and safety will be safeguarded throughout the process.

Whistleblowing Policy: KDO has a whistleblowing policy in place, which encourages staff and community members to raise concerns about unethical behavior or breaches of the safeguarding policy without fear of retaliation.

C. Risk Assessment and Management

Risk Assessment: KDO conducts a safeguarding risk assessment for all projects, activities, and partnerships. This assessment identifies potential risks of abuse and exploitation and outlines strategies to mitigate those risks.

Safeguarding Plan: For each project, a safeguarding plan will be developed, detailing specific measures to ensure the protection of children and vulnerable adults, including staff responsibilities, training, and monitoring mechanisms.

D. Incident Management and Response

Immediate Action: In the event of an incident or report of abuse or exploitation, immediate steps will be taken to ensure the safety of the individual(s) concerned, including providing medical or psychological support as needed and removing the alleged perpetrator from the situation.

Investigation and Action: A thorough investigation will be conducted in line with KDO's internal processes and relevant legal requirements. Disciplinary actions may include dismissal, legal action, and reporting to relevant authorities.

Support for Survivors: Survivors of abuse will receive appropriate support, including counseling, legal assistance, and referral to specialized services, ensuring their well-being and recovery.

6. Safeguarding for Adults

KDO's safeguarding policy extends to vulnerable adults, including women, elderly individuals, and persons with disabilities. KDO ensures that all adults in its programs are treated with respect and dignity. The organization takes proactive measures to protect adults from exploitation, abuse, or neglect, particularly in

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situations where they are reliant on the services provided.

7. Monitoring and Evaluation

Regular Audits: Safeguarding measures and activities are regularly audited as part of KDO's internal monitoring processes. This includes reviewing training effectiveness, compliance with the policy, and assessing the impact of safeguarding measures.

Feedback and Evaluation: KDO seeks feedback from staff, beneficiaries, and community members on the effectiveness of its safeguarding practices and uses this information to make necessary improvements.

8. Implementation and Enforcement

Safeguarding Focal Point: KDO has designated a Safeguarding Focal Point responsible for overseeing the implementation of this policy. This person ensures that safeguarding practices are integrated into all aspects of the organization's work and that staff and volunteers are held accountable.

Policy Enforcement: Failure to comply with KDO's safeguarding policies may result in disciplinary action, including termination of employment, suspension, or legal action depending on the severity of the violation.

9. Policy Review

KDO's safeguarding policy will be reviewed and updated regularly to ensure that it remains aligned with best practices, relevant laws, and donor requirements. The policy will be reviewed at least every two years or sooner if there are changes in legal or organizational requirements.

KDO is committed to upholding the highest standards of safeguarding in its work. This policy reflects the organization's commitment to the protection of all individuals, particularly the most vulnerable. By implementing these measures, KDO aims to create a safe and supportive environment for all those involved in its programs and activities.

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