



SAFEGUARDING
POLICY

JDF

JIREH DOO FOUNDATION

VOLUME NUMBER: REV/OCT/2021/001

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Our Commitment

At Jireh Doo Foundation (JDF), we are committed to zero tolerance of sexual harassment, exploitation and abuse in our organization. This means that we will do everything in our power to prevent these from happening and rigorously address it if it happens. One of the most important pillars of safeguarding is our "code of conduct" which provides a framework within which all Jireh Doo Foundation employees, regardless of location, undertake to carry out their duties and to regulate their conduct.

The purpose of this policy is to protect people, particularly our beneficiaries, staff, volunteers, partners, consultants, contractors and trustees (our community), from any harm that may be caused due to their coming into contact with Jireh Doo Foundation and its work.

Jireh Doo Foundation has a zero-tolerance approach to serious misconduct and will not tolerate its staff, trustees, volunteers, consultants, partners or any representatives associated with the work of Jireh Doo Foundation or its partners carrying out ***any form of violence, abuse, harassment or exploitation.***

Personal Responsibility

Everyone who works with and engages with Jireh Doo Foundation (JDF) has a responsibility to ensure that he/she prevent and report any physical, sexual, emotional, Psychological abuse or neglect of any member of our community. The welfare of these individuals is paramount to the organization. All our community without exception have the right to protection from abuse regardless of gender, ethnicity, disability, sexuality or belief.

As a member of the Jireh Doo Foundation community, you have the responsibility to raise any concerns you may have or those which are reported to you according to this policy. It ***is not your responsibility*** to decide if an incident of violence, abuse, harassment or exploitation has taken place or whether an incident constitutes a safeguarding breach. This is entirely the responsibility of the Safeguarding Focal Person.

Policy Development

The Jireh Doo Foundation Safeguarding Policy has been adapted in line with the partnership requirements of Christian Aid (CAID) to reflect global best practice and using the experience and expertise of colleagues working with ACT Alliance, the Core Humanitarian Standard on Quality and Accountability (CHS) and Bond International.

Policy Application

The policy also applies to all those engaged, commissioned or contracted to work with or on behalf of Jireh Doo Foundation in any capacity. Jireh Doo Foundation requires all partners and consortium members to have a Code of Conduct or equivalent standards that set out, at a minimum, the obligation of staff not to exploit, abuse or otherwise discriminate. Jireh Doo Foundation will work with all partners to adopt policies, practices and associated measures to ensure the Code of Conduct is established and communicated to relevant stakeholders, especially

people and communities, the partners work with. Jireh Doo Foundation also expects all partners to have appropriate safeguarding policies and procedures and makes its own policy and procedure available to them.

All those who work or volunteer with Jireh Doo Foundation will have a clear understanding of what is required by this policy and what to do if they have any concerns.

1. Scope

This is a policy in line with global standards which has been adopted as required by local law. However, the Nigerian law provides a higher standard and this must always be adopted. The Safeguarding Focal Person is available to provide advice on this. While this is an internal policy, we expect partners and others working on behalf of Jireh Doo Foundation to act in accordance with the key principles contained within it and specific compliance requirements in respect of safeguarding as set out in relevant contractual agreements and included in our due diligence process.

2. Policy Principles

The principles in this policy have been drawn from key international and regional instruments such as: International Standards for Keeping Children Safe, the UN Convention on the Rights of a Child, IASC Minimum Operating Standards for PSEA and the Core Humanitarian Standard.

Jireh Doo Foundation is committed to:

- ✦ Safeguarding the wholeness and wellbeing of beneficiaries, staff, volunteers, and all those connected with the activities of Hope for Communities and Children and ensuring they have equal rights to protection from harm.
- ✦ Ensuring concerns or allegations are taken seriously, investigated and acted on as appropriate.
- ✦ Ensuring all its staff, trustees, volunteers, consultants, contractors and partners or any representatives of Jireh Doo Foundation are familiar with this policy and know their responsibilities within it.
- ✦ Ensuring our partners are aware of their responsibilities as to the minimum requirements on safeguarding standards and support them in achieving this.
- ✦ All staff, volunteers and trustees receiving safeguarding training.
- ✦ Ensuring all actions on protecting people are taken in the best interests of the person at risk.
- ✦ Ensuring that survivors of abuse are supported and alleged perpetrators are held to account.
- ✦ Ensuring our recruitment practices are robust enough to ensure we never recruit anyone who poses a known risk.
- ✦ Ensuring that alleged perpetrators of abuse are treated fairly and in accordance with local law.
- ✦ Reporting criminal acts to the relevant statutory agency.
- ✦ Based on the survivor's decision and approval report all incidents of sexual harassment and abuse to the Ministry of Women Affairs and Social Development (MoWASD) through the Sexual Assault Response Centers (SARC).
- ✦ Reporting incidents to relevant donors.
- ✦ Designing and delivering programmes which are safe for all and are based on the 'do no harm' principles.
- ✦ Ensuring our beneficiaries and supporters are fully aware of the expected behaviour of our staff, volunteers, trustees, consultants and partners.

2. Definitions

Vulnerability

As defined by the Core Humanitarian Standard, people may be vulnerable because of individual factors such as age (particularly the very young and the very old), disability or illness or because they are caring for others who are vulnerable. Social and contextual factors also contribute to people's vulnerability. These include discrimination and marginalization (e.g. in some contexts, the low status and power of women and girls), social isolation (including the lack of access to information), environmental degradation (e.g. soil erosion or deforestation), climate variability, poverty, lack of land tenure, poor governance, ethnicity, class, caste, and religious or political affiliations.

Child

In line with United Nations Convention on the right of the child (UNCRC), for the purpose of this policy, a child is defined as any person under the age of 18 years, (UNCRC Article 1) irrespective of local definition.

Adults at risk

Sometimes also referred to as vulnerable adult. A person who is or may need care by reason of mental or other disabilities, age or illness; and who is or may be unable to take care of him or herself or unable to protect him or herself against significant harm or exploitation.

Abuse

A person may abuse by inflicting harm or failing to prevent harm. Abuse is defined as all forms of physical abuse, emotional ill treatment, sexual abuse and exploitation, neglect or negligent treatment, commercial or other exploitation of a child and includes any actions that result in actual or potential harm to a child. Abuse may be a deliberate act or it may be failing to act to prevent harm. Child abuse consists of anything which individuals, institutions or processes do or fail to do, intentionally or unintentionally, which harms a child or damages their wellbeing, dignity and prospect of safe and healthy development into adulthood. In order to safeguard all those in our community we adhere to the principles of the UN Convention on the Rights of the Child across the board and have as our starting point as a definition of abuse, Article 19 which states:

Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child. Such protective measures should, as appropriate, include effective procedures for the establishment of social programmes to provide necessary support for the child and for those who have the care of the child, as well as for other forms of prevention and for identification, reporting, referral, investigation, treatment and follow-up of instances of child maltreatment described heretofore, and, as appropriate, for judicial involvement.

Also, for adults the UN Universal Declaration of Human Rights with particular reference to Article 5 which states: No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Abuse may also include, but is not exclusive to:

Physical abuse or physical injury, such as evidence of hitting, kicking or shaking, where there is definite knowledge or reasonable suspicion, that the injury was inflicted or knowingly not prevented.

Emotional abuse where harm is done by persistent or severe emotional ill treatment or rejection, such as degrading punishments, threats and not giving care and affection, resulting in adverse effects on behaviour and emotional developments of a person.

Sexual abuse where exploitation of a person occurs. This includes rape, incest and all forms of sexual activities including pornography, exchanging of benefits, for example goods, food and money in exchange for sexual favors.

Neglect where basic needs such as food, warmth and medical care are not met or when there is a failure to protect a person from exposure to any kind of danger, resulting in serious impairment of a person's health or development.

Sexual Harassment is an unwanted behaviour of a sexual nature which: violates your dignity, makes you feel intimidated, degraded or humiliated or creates a hostile or offensive environment.

You do not need to have previously objected to someone's behaviour for it to be considered unwanted. Sexual harassment can include:

- ✦ Sexual comments or jokes.
- ✦ Physical behaviour, including unwelcome sexual advances, touching and various forms of sexual assault.
- ✦ Displaying pictures, photos or drawings of a sexual nature.
- ✦ Sending texts or emails with a sexual content

3. Reporting

What to do when you suspect alleged abuse

Actual, potential or suspected incidents of abuse must be reported immediately. Where appropriate, you should make a report to your Line Manager or HR representative who will inform the Safeguarding Focal Person immediately. The Safeguarding Focal Person will ensure that the matter is appropriately investigated. The need to report arises in the following instances:

- ✦ Abuse is observed or suspected.
- ✦ An allegation of abuse is made.
- ✦ Someone discloses abuse

No representative of Jireh Doo Foundation will prejudice their own position or standing with Jireh Doo Foundation by responsibly reporting potential or suspected abuse.

Alternative reporting mechanisms are also noted below on page 6 of the policy.

It is important to note that:

- ✦ Where representatives report concerns, it **is not their responsibility** to decide if abuse is taking place, it is their responsibility to pass these concerns on. Care must be taken regarding confidentiality and the sharing of information with appropriate people.
- ✦ Information given should be written as a report as soon as possible after the concern was raised (within 24 hours if possible). Any written records taken must be kept securely in a locked place or in a confidential electronic folder.

Under no circumstances should any individual attempt to deal with the problem of abuse directly. An investigation team will be established, supported by the Safeguarding Focal Person.

Safeguarding Focal Person

Jireh Doo Foundation Safeguarding Focal Person is: Josephine Habba complaints@jirehdoo.org

You can also submit a confidential report to this email address: whistleblow@jirehdoo.org

Your information will be treated in confidence. You do not have to provide personal details; however, such information will assist us in taking forward your concerns and enable us to provide you with a response on the outcome. If you ask us not to disclose your identity we will not do so without your consent, unless required by law.

If you wish to raise a concern outside of Jireh Doo Foundation, then you can get advice and support from the **Ministry of Women Affairs and Social Development**.

4. Our Response

Jireh Doo Foundation can and will take any disciplinary action necessary against staff or others if they are found to have breached our Code of Conduct and Safeguarding Policy. If such an incident occurs, Jireh Doo Foundation's disciplinary policy will be invoked. There may be times when the behaviour of employees may constitute a breach of the Code of Conduct, but not be considered a criminal conduct under Nigerian or local legislation. In this instance Jireh Doo Foundation may consider providing other support to these staff, for example, training, counselling, increased supervision or transfer to other duties. This will be cognizant of any ongoing risk to beneficiary communities, staff and volunteers and we will always err on the side of caution. There may be cases where Jireh Doo Foundation feels it is appropriate to dismiss an employee even if the behaviour is not criminal, for example a gross violation of the Safeguarding Policy or Code of Conduct. Identifying information about safeguarding should be shared on a 'need to know' basis only. Any staff members who raise concerns of serious malpractice should be protected as far as possible from victimization or any other detrimental treatment if they come forward with concerns, if concerns are raised in good faith. Deliberate false allegations will be made a serious disciplinary offence and investigated by Jireh Doo Foundation.

The Safeguarding Focal Person will ensure that reports are made to the to the Ministry of Women Affairs and Social Development (MoWASD) through the Sexual Assault Response Centers (SARC), relevant donors and where applicable to relevant statutory authorities.

Supporting those affected by abuse

Jireh Doo Foundation is committed to offering pastoral care, and to support to all those who have been affected by abuse who have contact with or are part of Jireh Doo Foundation. A range of resources are provided by the People Function.

5. Recruitment

It is our policy that no-one shall work within Jireh Doo Foundation who:

- ✦ Has been convicted of or has received a formal police caution concerning an offence against children; or
- ✦ Has been convicted of or has received a formal police caution concerning sexual offences against adults; or
- ✦ Is notified to us as having a red flag in relation to safeguarding by a former employer

Jireh Doo Foundation will ensure all workers will be appointed, trained, supported and supervised in accordance with government guidance on safe recruitment. This includes ensuring that:

- ✦ There is a written job description / person specification for the post.
- ✦ Those applying have completed an application form including a self-declaration disclosure in relation to safeguarding.
- ✦ Those short listed have been interviewed.
- ✦ Safeguarding has been discussed at interview where the applicant will be working with children, adults and risk or beneficiary communities.
- ✦ Two references have been obtained including one from the most recent employer.
- ✦ Qualifications where relevant have been verified.
- ✦ A suitable training programme is provided for the successful applicant.
- ✦ The applicant has completed a probationary period.
- ✦ The applicant has been given a copy of the organization's safeguarding policy and knows how to report concerns.
- ✦ The successful application signs Jireh Doo Foundation Code of Conduct and performs the on-line training on appointment.

Code of Conduct & Responsibilities

All staff, trustees, consultants and volunteers and representatives of Jireh Doo Foundation must follow the Code of Conduct. The following are relevant to safeguarding.

As a representative of Jireh Doo Foundation, **I will:**

Respect others

- ✦ Show due respect, particularly through my conduct, dress and language, for the religious beliefs, usages and customs, rules, practices and habits of the people of the country or context I am in and of my place of work.
- ✦ Respect others in my private life and professional life during regular working and non-working hours.
- ✦ Abstain from any conduct that I know or should know to be inappropriate, particularly regarding the specific context I am in from any conduct that could appear to be inappropriate, particularly regarding the specific context I am in.

- ✦ Respect the basic rights of all human beings and marginalized groups regardless of gender, disability, ethnicity, sexual orientation, religion, caste, language, HIV status and other aspects of identity.
- ✦ Act fairly, honestly and tactfully in order to treat people with dignity and respect.

I will not:

take part in any form of discrimination, harassment, bullying, humiliating behaviour or abuse (physical, sexual, emotional, neglect, and verbal), intimidation or exploitation, or in any other way infringe the rights of others.

Working actively to safeguard children and adults including marginalized groups, and the people we serve

I will:

- ✦ Create a safe environment for children and anyone we seek to help (including vulnerable adults) to prevent them from all forms of abuse and harm, including physical, sexual or emotional abuse or neglect.
- ✦ Challenge any attitude or behaviour of an employee or other representative working for or on behalf of the organization in any capacity and members of the communities where we work, which contravenes Jireh Doo Foundation's Code of Conduct.
- ✦ Treat all the people we serve, whether they are children or adults, with respect and dignity.
- ✦ Respect the right to personal privacy of all the people we serve.
- ✦ Plan activities involving children and/or vulnerable adults to ensure there are two or more adults always present. At a minimum, another adult should be within sight or hearing of activities.
- ✦ Ensure there are separate sleeping areas for all Jireh Doo Foundation representatives and anyone we are trying to help through our programme activities.
- ✦ Inform my colleagues about where I am and what I am doing when I am working with children and all people we serve.
- ✦ Treat all children and anyone we are trying to help with the same respect and provide support and aid according to their needs. I will not show favoritism, which includes giving personal gifts to the people we serve.
- ✦ Be aware of how my conduct and behaviour may be interpreted by children, the people we serve and people from different social/economic and cultural backgrounds and contexts.
- ✦ Provide space and opportunity for children, vulnerable adults and anyone we are trying to help to talk about and raise their concerns.
- ✦ Comply with all Jireh Doo Foundation's relevant policies and procedures as detailed in section 5.
- ✦ Attend all mandatory Jireh Doo Foundation training and briefing sessions.
- ✦ Report any concerns of poor practice and un-safe programming.

Make sure that anyone who works with or represents Jireh Doo Foundation is made aware of and

understands the Jireh Doo Foundation Code of Conduct and expected behaviors.

- ✦ Abide by relevant local laws in the jurisdiction where I work

I will not:

- ✦ Act in any way that breaches Jireh Doo Foundation's Safeguarding Policy and procedures or in any way that places children or anyone we are trying to help at risk of harm.
- ✦ Withhold information about any current criminal convictions, charges or civil proceedings including any relating to children, vulnerable communities or the abuse of anyone we are trying to help, or which may be relevant to my ability to carry out my duties, either when I join Jireh Doo Foundation or that arise during my time of employment with Jireh Doo Foundation or during the period in which I am representing Jireh Doo Foundation in any capacity.
- ✦ Engage in any form of sexual activity with anyone under the age of 18, regardless of the age of consent or custom locally.
- ✦ Engage in a sexual relationship with a member of a vulnerable community unless I am part of the same community and the relationship has not arisen as part of my role with Jireh Doo Foundation.
- ✦ Engage in any harmful and traditional practices including Female Genital Mutilation, Child Marriage and Enforced Marriage.
- ✦ Use anyone under the age of 18 as a domestic worker.
- ✦ In anyway trivialize child abuse or the exploitation and harassment of adults.
- ✦ Take photographs, make films or audio recordings of children during my duties, irrespective of the medium used. The only exception is where my work requires this, and I have obtained express approval from Jireh Doo Foundation.
- ✦ Physically, sexually or emotionally harm or threaten to harm a child, vulnerable adult or anyone we are trying to help.
- ✦ Send private messages to children or anyone from a vulnerable community I have met through Jireh Doo Foundation, for example private messaging on social media channels. Unless I myself am from the vulnerable community and I am communicating with my family members.
- ✦ Interfere with the complainant or witnesses or hamper any investigation or enquiry, which is being carried out into safeguarding, staff or concerns from the people we serve.
- ✦ Drink alcohol during working hours or use harmful substances.
- ✦ Not supply alcohol or harmful substances to a child or vulnerable adult.
- ✦ Do things of a personal nature for a child or anyone we are trying to help that they can do themselves, such as bathing.
- ✦ Place children or any other people we serve in unsafe situations.
- ✦ Engage in relationships, which could be an abuse of trust, for example engaging in a sexual relationship with a family member of the people we are serving.
- ✦ Allow concerns, allegations or suspicions of abuse or poor practice to go unreported

Maintain high standards of personal and professional conduct I

will:

- ✦ Strive for high standards in my work.
- ✦ Take responsibility for my actions.
- ✦ Ensure that my personal and professional conduct is, and is seen to be, of the highest standards and in keeping with Jireh Doo Foundation beliefs, values and aims.
- ✦ Treat all people fairly and with respect and dignity and recognize the professional opinion of others.
- ✦ Seek to ensure that my personal conduct does not compromise Jireh Doo Foundation values and does not impact on or undermine my ability to undertake the role for which I am undertaking.
- ✦ Not say or do anything that would damage the reputation of Jireh Doo Foundation or which may bring the charity into disrepute.
Not abuse my position as a Jireh Doo Foundation representative by requesting any personal service or favor from others in return for any assistance by Jireh Doo Foundation.
- ✦ Not enter into commercial sex transactions. For the purpose of this Code of Conduct, a transaction is classed as any exchange of money, goods, services or favors with any other person.
- ✦ Not have sexual relations with beneficiaries, recognizing in both cases the inherent unequal power dynamics and that such behaviors can undermine the integrity and credibility of Jireh Doo Foundation work.
- ✦ Not exchange money, offers of employment, employment, goods or services for sex or sexual favors, nor any forms of humiliating, degrading or exploitative behaviour.
- ✦ Not have sexual relations with children (defined as under 18 years old).
- ✦ Ensure that my relationships and behaviour are not exploitative, abusive or corrupt in any way.
- ✦ Respect all peoples' rights, including children's rights, and will not engage in any form of sexual abuse or exploitation of any persons of any age. I will behave in an appropriate manner against all guests and representatives working in Jireh Doo Foundation guest houses.
- ✦ If I become aware of any form of illegal activity, relating to Jireh Doo Foundation, its representatives or beneficiaries or where there is a safeguarding risk, I will make it known to the Head of Region.
- ✦ I will abide by Jireh Doo Foundation Safeguarding Policy and will not engage in inappropriate or sexual behaviour with children under the age of 18.
- ✦ I will not abuse or exploit children under the age of 18 in any way and will report any such behaviour of others to my line management.
- ✦ Refrain from any form of harassment, discrimination, physical or verbal abuse, intimidation or exploitation, both in and out of work.
- ✦ I will not enter into a sexual relationship with any beneficiary of assistance since such relationships are based on inherently unequal power dynamics and undermine the credibility and integrity of the work of Jireh Doo Foundation.
- ✦ I will not sexually harass any of my colleagues.
- ✦ Abuse my position of power as a representative of Jireh Doo Foundation.
- ✦ Behave in a way that undermines my ability to do my job or is likely to bring Jireh Doo

Foundation into disrepute.

- ✦ Engage in any form of prostituted sex.
- ✦ Exchange money, employment, goods or services for sexual favors or engage in any form of sexual exploitation.
- ✦ Discriminate or use discriminatory language regarding sexual orientation, gender, age, ethnicity, disability and religion, etc.
- ✦ View, download, create or distribute inappropriate material, such as pornography, on Jireh Doo Foundation computer/systems.
- ✦ Drink alcohol or use any other substances in a way that affects my ability to carry out my role or affects the reputation of the organization.
- ✦ Be in possession of, nor profit from the sale of, illegal goods or substances.
- ✦ Ask for, or invite any personal payment, service or favor from others, especially from the people we serve, in return for our help, support, goods or services of any kind.
- ✦ Accept bribes or gifts, except small tokens of appreciation from governments, the people we serve, donors, suppliers or others, which have been offered because of my employment or other representational role with Jireh Doo Foundation.
- ✦ Enter into any sort of business relationship on behalf of Jireh Doo Foundation with family, friends or other personal/professional contacts for the supply of any goods or services to Jireh Doo Foundation or any employment related matters without authorization from Jireh Doo Foundation.
- ✦ Have any connection to terrorist activity or Prohibited Parties.
- ✦ Engage in any financial transaction (personally or with JDF funds) or engage in activities which supports a prohibited party (i.e. and organization or person proscribed or designated on a government list).
- ✦ Use my own or JDF's funds or property for purposes of terrorism.

Responsibilities in relation to Children & At-Risk Adults

Representatives of Jireh Doo Foundation must not:

- ✦ Hit or otherwise physically assault or physically abuse children or adults at risk.
- ✦ Develop physical/sexual relationships with children or adults at risk.
- ✦ Develop relationships with children or adults at risk, which could in any way be deemed exploitative or abusive.
- ✦ Place themselves in a position where they could be accused of sexually abusing a child, young person or adult at risk, i.e. holding or hugging a child, young person or adult at risk, or physically touching children, young persons or adults at risk in a way that could be considered abusive in ways described in this document.
- ✦ Spend time alone with children or adults at risk. Plan activities so that more than one person is present or, at least, other people are within sight and hearing. Wherever possible ensure that another adult is present to supervise the activity.

- ✦ Take children/adults at risk alone in a car, even on short journeys.
- ✦ Act in ways that may be abusive or may place a child or adult at risk of abuse.
- ✦ Use language, make suggestions or offer advice which is inappropriate, offensive or abusive.
- ✦ Offer benefits such as food, favors, clothes, jobs, money in exchange for sexual favors.
- ✦ Show favoritism to any individual for sexual favors in return.
- ✦ Act in ways intended to shame, humiliate, belittle or degrade children or adults at risk, or otherwise perpetrate any form of emotional abuse.

All representatives **must**:

- ✦ Treat everyone with respect, recognizing their right to personal privacy.
- ✦ Be aware of situations that may present risks and manage these.
- ✦ Plan and organize the event so that risks are minimized.
- ✦ Avoid being drawn into inappropriate attention seeking behaviour, such as tantrums or crushes.
- ✦ If a residential event is being planned, ensure that adults and children have separate sleeping accommodation. Never sleep in the same room or bed with a child or adult at risk with whom they are working.
- ✦ Remember that someone else may misinterpret your actions, no matter how well intentioned.
- ✦ Adults should avoid being placed in a compromising or vulnerable position. The adult is always considered responsible even if a child behaves seductively.

6. Programming, Partners and Consortium Members

- ✦ Jireh Doo Foundation works in many communities and across a broad range of circumstances. Translating safeguarding across these different contexts and cultures can be difficult. Some legal and cultural frameworks may vary but the commitment from Jireh Doo Foundation to protect people remains. Jireh Doo Foundation safeguarding has a commitment to design and deliver programmes which are safe for people. This will ensure that programmes and projects will be risk assessed including in the areas of people's safety, security, dignity and rights. A commitment to safeguarding is fundamental to Jireh Doo Foundation partnership approach to work.
- ✦ Jireh Doo Foundation, through its representatives, will challenge and help new and existing partners and consortium members (where they are not already doing so) to address safeguarding in their organization and in the communities in which they work.
- ✦ All Jireh Doo Foundation partners and consortium members will be required to evidence what measures they have in place to protect people at risk from abuse.
- ✦ Safeguarding concerns may be more likely in emergency situations, particularly where people are displaced and separated from their families, or where the family is under extreme stress, people then become particularly vulnerable.
- ✦ Representatives of Jireh Doo Foundation are expected to be extra vigilant to follow the code of conduct, ensure reporting mechanisms and support partners at these times to ensure those people are protected from harm.

7. Fundraising & Other Interactions

'Supporter fundraising' refers to the engagement of individuals, Faith Based Organizations, International Non-Governmental Organizations, communities and personal trusts and foundations in their voluntary support of Jireh Doo Foundation work around the world. These policies are trained out to all relevant staff and volunteers alongside tailored Safeguarding training.

8. Governance & Oversight

The risk management team provides oversight of the Safeguarding Policy on behalf of the board. It receives confidential reports on incidents and also approves separate reporting, where applicable, to the Ministry of Human Services and Social Development and relevant development partners.

The State Gender Based Violence Actors response, Child Protection team and development partners ensure that Jireh Doo Foundation safeguarding meets its regulatory requirements and oversees the implementation of actions to further embed the policy in all areas of Jireh Doo Foundation work.

Policy Information Reference

Status	Completed
Date of Last Review	01/10/2021