



# **Raise for Development and Humanitarian Aid (RDHA)**

## **Safeguarding Policy**

**Last Update in December 2024**

## Introduction

This policy and its associated procedures describe RDHA Organization's steadfast commitment to protecting the safety and well-being of all individuals it interacts with, including children and vulnerable adults. It reflects our core values and our dedication to creating a safe and supportive environment in all aspects of our work.

## Purpose of this Policy

This policy aims to establish a comprehensive framework to ensure a safe and harm-free environment for every individual interacting with RDHA . This is achieved by:

- **Promoting Awareness:** Spreading a culture of awareness about safeguarding risks and potential types of harm.
- **Prevention:** Implementing proactive measures and safe working practices to reduce the likelihood of harm occurring.
- **Risk Mitigation:** Identifying and assessing potential safeguarding risks and implementing strategies to mitigate them.
- **Effective Response:** Providing clear and effective mechanisms for reporting concerns and responding to them promptly and appropriately.

This policy applies to all representatives of the organization, including staff, volunteers, contractors, partners, and any third party acting on behalf of RDHA in all programs, operations, campaigns, and activities, whether direct or indirect.

## Child Safeguarding

RDHA Organization reaffirms its absolute commitment to making its environment safe for every child. Child safeguarding is a collective and individual responsibility that requires preventive measures to ensure all children are protected from intentional or unintentional acts that may lead to actual risk or harm. This harm includes:

- **Physical Harm:** Any form of physical injury.
- **Sexual Harm:** Any sexual exploitation or abuse, including sexual harassment.
- **Emotional/Psychological Harm:** Verbal abuse, threats, intimidation, or any behavior that negatively affects a child's mental health.

- **Neglect:** Failure to provide a child's basic needs (food, shelter, medical care, education, protection).
- **Exploitation:** Exploiting children for labor, criminal purposes, or any other purpose that violates their rights.
- **Human Trafficking:** Recruiting, transporting, harboring, or receiving children for the purpose of exploitation.

RDHA Organization is committed to implementing safe working practices, including:

- **Safe Recruitment:** Conducting thorough background checks for all staff and representatives who will interact with children.
- **Code of Conduct:** Establishing and implementing a clear code of conduct for all staff and representatives outlining acceptable and unacceptable behaviors towards children.
- **Risk Assessment:** Conducting regular risk assessments related to child safeguarding in all programs and activities.
- **Reporting Mechanisms:** Providing safe and confidential channels for children and adults to report any child safeguarding concerns.

We adopt the principle that safeguarding is everyone's responsibility, and we strive to foster a safe environment and culture within our programs by adhering to these practices. Our goal is to treat all individuals fairly and without bias or discrimination, while maintaining the dignity of staff and the individuals we serve.

### **Safeguarding Vulnerable Adults / Adults at Risk**

RDHA Organization is committed to ensuring the protection of vulnerable adults or adults at risk. A "vulnerable adult" is defined as a person aged 18 or over who has care and support needs and is unable to protect themselves from harm or exploitation due to a physical or mental disability, illness, frailty, or other circumstances that make them vulnerable. Staff and representatives of the organization must ensure their behavior promotes and allows any vulnerable adults / adults at risk to live safely from:

- **Harm and Abuse:** Any form of physical, emotional, or psychological harm.

- **Neglect:** Failure to meet basic needs or provide necessary care.
- **Discrimination:** Unfair treatment based on race, religion, gender, disability, or any other characteristic.
- **Human Trafficking:** Exploitation of individuals for forced labor or sexual exploitation.
- **Physical and Sexual Exploitation:** Any form of physical exploitation or sexual harassment.
- **Emotional Exploitation:** Including misuse of power or trust, and any form of coercion or manipulation.
- **Financial Exploitation:** Illegal appropriation of money or property belonging to vulnerable adults.

Our staff and representatives are required to understand the utmost importance of protecting vulnerable adults / adults at risk by:

- **Upholding Dignity and Respect:** Treating all individuals with dignity and respect, while considering their rights and choices.
- **Taking Preventive Steps:** Ensuring a safe environment through clear communication, obtaining informed consent, and avoiding situations that may lead to misunderstanding or exploitation.
- **Prompt and Appropriate Response:** Immediately reporting and responding to any safeguarding concerns in accordance with established procedures.

Concerns can arise when abusive behavior is observed or suspected, when an allegation is made or disclosed, or where there are signs and symptoms indicating potential abuse to the victim.

## **Reporting and Response Mechanisms**

RDHA Organization is committed to providing safe and confidential channels for reporting any safeguarding concerns. All staff, representatives, and individuals we interact with are encouraged to report any suspicious behavior or safeguarding concerns without fear of retaliation. Reporting Procedures:

- **Immediate Reporting:** Any suspected concerns or incidents must be immediately reported to the designated Safeguarding Officer or direct manager.
- **Confidentiality:** All reports will be treated with utmost confidentiality, and the privacy of the individuals involved will be maintained as much as possible.
- **Investigation:** A thorough and impartial investigation will be conducted into all reports, with priority given to the safety and well-being of the victim.
- **Corrective Actions:** Appropriate corrective actions will be taken based on the results of the investigation, which may include disciplinary measures, termination of employment, or reporting to the competent authorities.
- **Support:** Appropriate support will be provided to victims, including referral to specialized services when necessary.

### **Training and Awareness**

RDHA Organization considers training and awareness essential elements of an effective safeguarding policy.

- **Mandatory Training:** All staff and representatives must complete mandatory safeguarding policy training upon employment and periodically thereafter.
- **Awareness Workshops:** Regular workshops and awareness sessions will be organized to enhance the understanding of staff and representatives regarding their safeguarding responsibilities.
- **Guidance Materials:** Guidance materials and educational resources will be provided to ensure easy access to safeguarding-related information.

### **Review and Accountability**

RDHA Organization is committed to regularly reviewing this policy and its procedures (at least annually) to ensure its effectiveness and alignment with best practices and legal standards.

- **Accountability:** All staff and representatives are responsible for adhering to this policy. Any violation of the policy will be dealt with seriously and may lead to

disciplinary actions up to termination of employment, in addition to any legal actions that may be necessary.

- **Continuous Improvement:** The organization will continuously strive to improve its safeguarding practices based on lessons learned and feedback.

### **Key Safeguarding Contacts**

For any concerns or questions regarding the safeguarding policy, please contact:

Designated Safeguarding Officer: Safeguarding Officer Email:

[protection.S.GBV@RDHASudan.org](mailto:protection.S.GBV@RDHASudan.org)

**Phone Number: +249110023727**

We believe that every individual deserves to live and work in a safe and respectful environment, and RDHA is committed to achieving this.