



KULIKA UGANDA BENEFICIARY SAFEGUARDING MANAGEMENT POLICY SAFEGUARDING BEHAVIOUR PROTOCOLS

Introduction

This policy is designed to safeguard beneficiaries who come into contact with us throughout our work and activities. The policy describes safety protocols for all the beneficiaries while with us. It is our individual and collective responsibility to ensure that all adult beneficiaries of our work are safe and are protected from deliberate and unintentional acts that lead to risks and actual harm by Kulika Uganda staff, representatives, volunteers, partners, contractors, visitors.

The policy defines 'beneficiaries' as anyone who is receiving assistance, support, advice, undertaking training activities, visitors to the organization for purposes of look and learn, contractors provided by Kulika Uganda.

Beneficiary Safeguarding Statement:

Kulika Uganda is committed to the safety and wellbeing of all beneficiaries accessing our services. We support the rights of the beneficiary and will act without hesitation to ensure a safe environment is maintained at all times. We also support the rights and wellbeing of our staff and volunteers and encourage their active participation in building and maintaining a secure environment for beneficiaries.

Kulika employees and affiliates (including, interns, volunteers, visitors, partners and contractors) must behave in ways that protect beneficiaries, prevent sexual exploitation and abuse and prevent any other intentional or unintentional harm to the people Kulika serves or works amongst. All Kulika employees and affiliates abide by these protocols in their activities with Kulika for all beneficiaries.

Child safeguarding Statement:

Kulika Uganda is committed to the safety and wellbeing of all children and young people accessing our services. We support the rights of the child and will act without hesitation to ensure a child-safe environment is maintained at all times. We also support the rights and wellbeing of our staff and volunteers and encourage their active participation in building and maintaining a secure environment for all children and volunteers.

Policy Coverage

This policy applies to all staff, including;

- Senior managers
- Paid staff,
- Volunteers,
- Students
- Anyone working on behalf of Kulika Uganda.

The purpose of this policy:

- To protect beneficiaries who receive Kulika Uganda's services.
- To provide staff and volunteers with the overarching principles that guide our approach to beneficiary safety;

Kulika Uganda believes that a beneficiary should never experience abuse of any kind. We have a responsibility to promote the welfare of all beneficiaries and to keep them safe. We are committed to behave in ways that protect them.

We recognize that;

- All beneficiaries, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm or abuse



- Some beneficiaries are additionally vulnerable because of the impact of previous experiences.

Acceptable behavior – Kulika employees and affiliates:

- Create and maintain an environment which prevents sexual exploitation and abuse adult beneficiaries and promotes the implementation of these behavior Protocols;
- Are careful about perception and appearance in their language, actions and relationships with vulnerable beneficiaries. Their behavior – including in person and on digital platforms, both online and offline-demonstrates a respect for adult beneficiaries and their rights;
- Ensure that all physical and online contact with beneficiaries is appropriate according to the local culture;
- Accept responsibility for personal behavior and actions as a representative of the organization;
- Comply with safeguarding related investigations (internal and external) make available any documentary or other information necessary for the completion of the investigation;
- Immediately report through established reporting mechanisms any known or suspected safeguarding incident or breach of this policy by a Kulika employee or affiliate,

Unacceptable Behavior – Kulika employees and affiliates do not:

- Develop or seek a sexual relationship with any beneficiary of any age; such relationships are not acceptable and will not be tolerated since they are based on inherently unequal power dynamics. Such relationships undermine the credibility and integrity of Kulika’s development work;
- Sexually exploit or abuse any beneficiaries; such behavior constitutes an act of gross misconduct;
- Exchange money, employment, goods or services for sex (including sexual favors, other forms of humiliating, degrading, or exploitative behavior is strictly prohibited. This includes exchange of assistance that is already due to beneficiaries;
- Fondle, hold, kiss, hug or touch adult beneficiaries in an inappropriate or culturally insensitive way;
- Use language, make suggestions or offer advice to a beneficiary which is inappropriate or abusive, including language that causes shame or humiliation, or is belittling or degrading;
- Spend excessive or unnecessary time alone with adult beneficiary, away from others or behind closed doors or in a secluded area;
- Condone or participate in behavior with adult beneficiaries which is illegal, unsafe or abusive, including harmful traditional practices, spiritual or ritualistic abuse;
- Stay silent, cover up, or enable any known or suspected safeguarding incident or breach of Safeguarding Policy by a Kulika employee or affiliate.

Policy review

We are committed to reviewing our policy and good practice annually.

Executive Director:

Name.....

signed.....

Date.....



Head of finance, Human Resource and Administration

Name..... signed.....

Date.....

Failure to follow Kulika Safeguarding Behavior Protocols, or any other part of Kulika Safeguarding Policy, other inappropriate behavior toward children or adult beneficiaries, or failing to report a known or suspected safeguarding incident committed by a Kulika employer or affiliate, is grounds for discipline, up to and including termination of the employment/ contract or any other affiliation with Kulika.

I.....(Name) the undersigned have read, understood and commit to adhere with the safeguarding management policy and behavior protocol of Kulika in the course of executing the terms of agreement/contract as a Kulika employee or affiliate.

Signed.....Date.....