



SAFEGUARDING - PREVENTION OF SEXUAL HARASSMENT, EXPLOITATION, AND ABUSE (PSHEA)



SAFEGUARDING

Safeguarding means protecting everyone from harm, abuse and exploitation from CARE staff, related personnel involved in programs. CARE believes that every person has the right to feel safe, must be treated with dignity and respect, and that abuse is never acceptable. CARE follows a zero-tolerance policy against all forms of abuse.

WHAT IS PSHEA?

PSHEA means preventing sexual harassment, sexual exploitation, and sexual abuse, along with other forms of harm such as physical abuse, emotional abuse, neglect, and child abuse. Abuse is never part of CARE's work and is strictly not allowed.

SEXUAL HARASSMENT



Sexual harassment means any unwanted sexual behavior such as making jokes or sending message, suggestive comment of sexual nature.

SEXUAL EXPLOITATION



Misuse of power to request for sexual favor like exchange of aid, service, job with sex, sexual relation with program participant.

SEXUAL ABUSE



Sexual abuse refers to unwanted or forced physical act or violation of sexual nature, either in the workplace or in the community, such as, inappropriate or sexualized touching, rape, rubbing etc.

PHYSICAL ABUSE



Physical abuse is intentionally hurting someone's body physically by hitting, kicking, pushing or striking with an object.

EMOTIONAL ABUSE



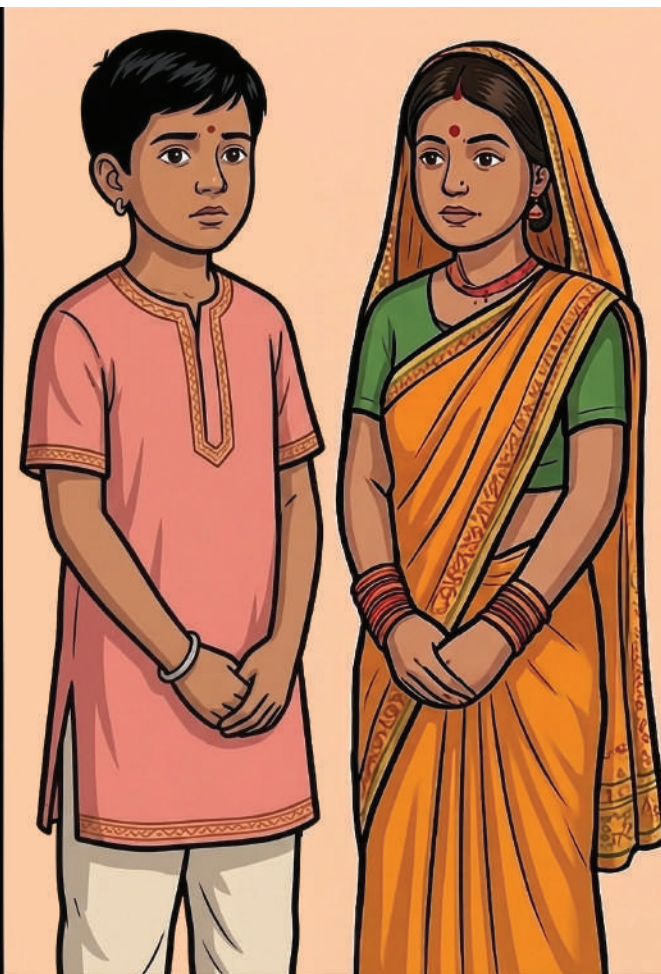
Emotional abuse is hurting someone's feelings or self-worth through words or actions, such as insulting, controlling, isolating, mistreatment.

NEGLECT



Neglect is failing to meet essential needs of program participants, such as not providing food, water, shelter, delaying services, leaving children unsupervised.

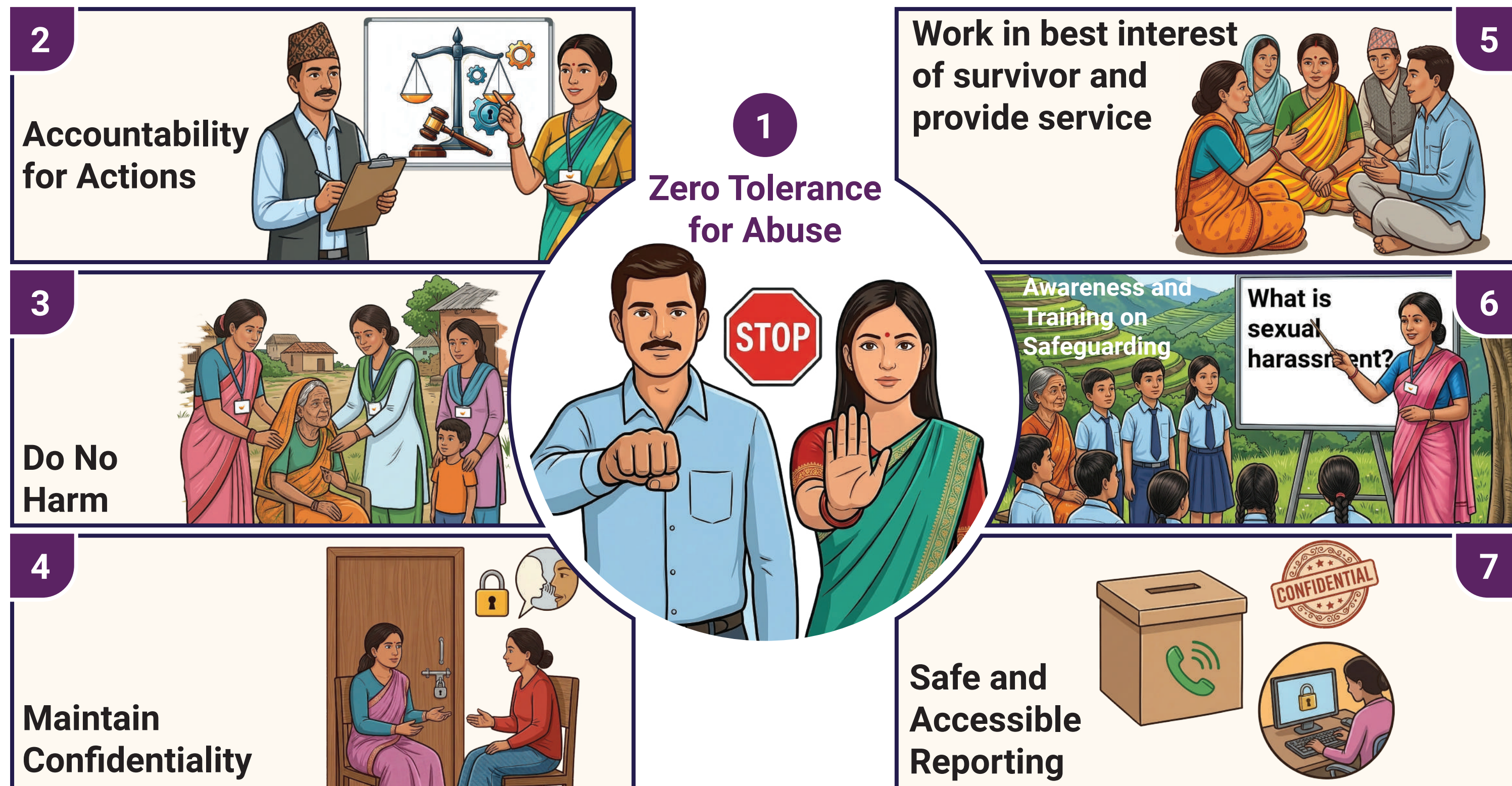
CHILD ABUSE



Child abuse is any act that harms a child, including physical, emotional harm, or neglect, such as unsafe child labor or child marriage.

SEVEN PRINCIPLES OF SAFEGUARDING

The seven principles of safeguarding are presented as Seven safeguarding principles:



These principles guide safe, respectful, and responsible behaviour at all times.

EXPECTED BEHAVIOUR OF CARE STAFF AND RELATED PERSONNEL

DO (CARE CODE OF CONDUCT)



TREAT EVERYONE WITH DIGNITY, EQUALITY, AND RESPECT AT ALL TIMES



MAINTAIN CLEAR PROFESSIONAL BOUNDARIES WITH ALL COMMUNITY MEMBERS



CREATE A SAFE AND RESPECTFUL ENVIRONMENT AND CHALLENGE HARMFUL BEHAVIOUR



IMMEDIATELY REPORT ANY CONCERN, SUSPICION, OR VIOLATION OF SAFEGUARDING POLICY



EXPECTED BEHAVIOUR OF CARE STAFF AND RELATED PERSONNEL

DO (CARE CODE OF CONDUCT)



MAINTAIN CONFIDENTIALITY AND SHARE INFORMATION ONLY WITH AUTHORIZED PERSONS



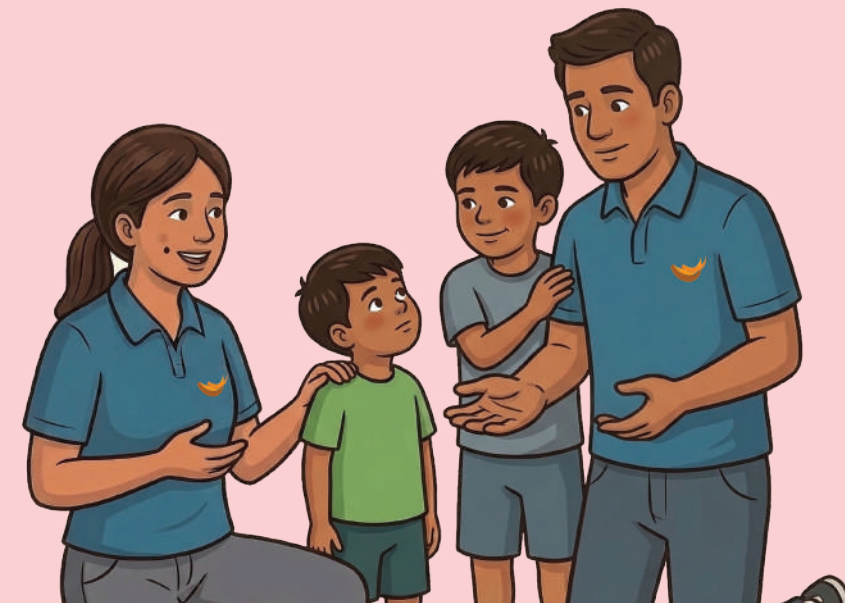
SUPPORT SURVIVORS WITH EMPATHY AND RESPECT THEIR PRIVACY AND CHOICES



GET CONSENT FROM A PARENT OR RESPONSIBLE ADULT BEFORE TAKING PHOTOS OF A CHILD .



ENSURE PRESENCE OF ONE ANOTHER ADULT WHILE INTERACTING WITH CHILDREN

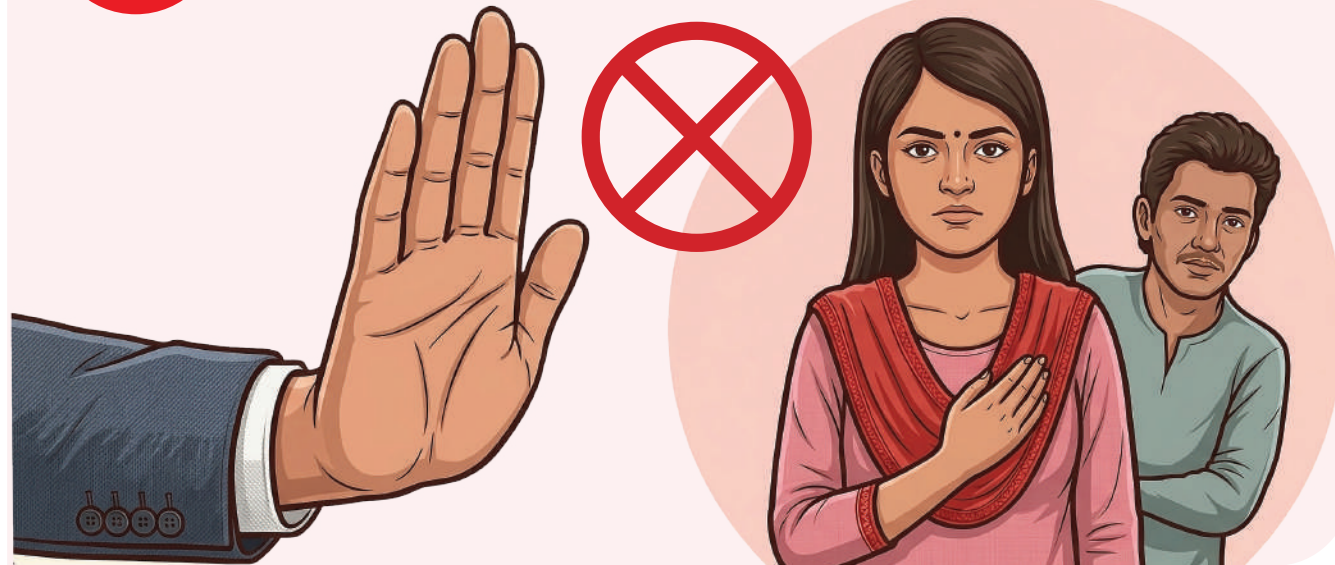


EXPECTED BEHAVIOUR OF CARE STAFF AND RELATED PERSONNEL

DON'T (PROHIBITED BEHAVIOUR)



ENGAGE IN ANY SEXUAL HARASSMENT, EXPLOITATION, OR ABUSE



DEVELOP SEXUAL OR ROMANTIC RELATIONSHIPS WITH PROGRAMME PARTICIPANTS



EXCHANGE MONEY, SERVICES, OR ASSISTANCE FOR ANY KIND OF PERSONAL OR SEXUAL FAVOUR



USE YOUR POSITION, POWER, OR INFLUENCE TO CONTROL, THREATEN, OR HARM OTHERS



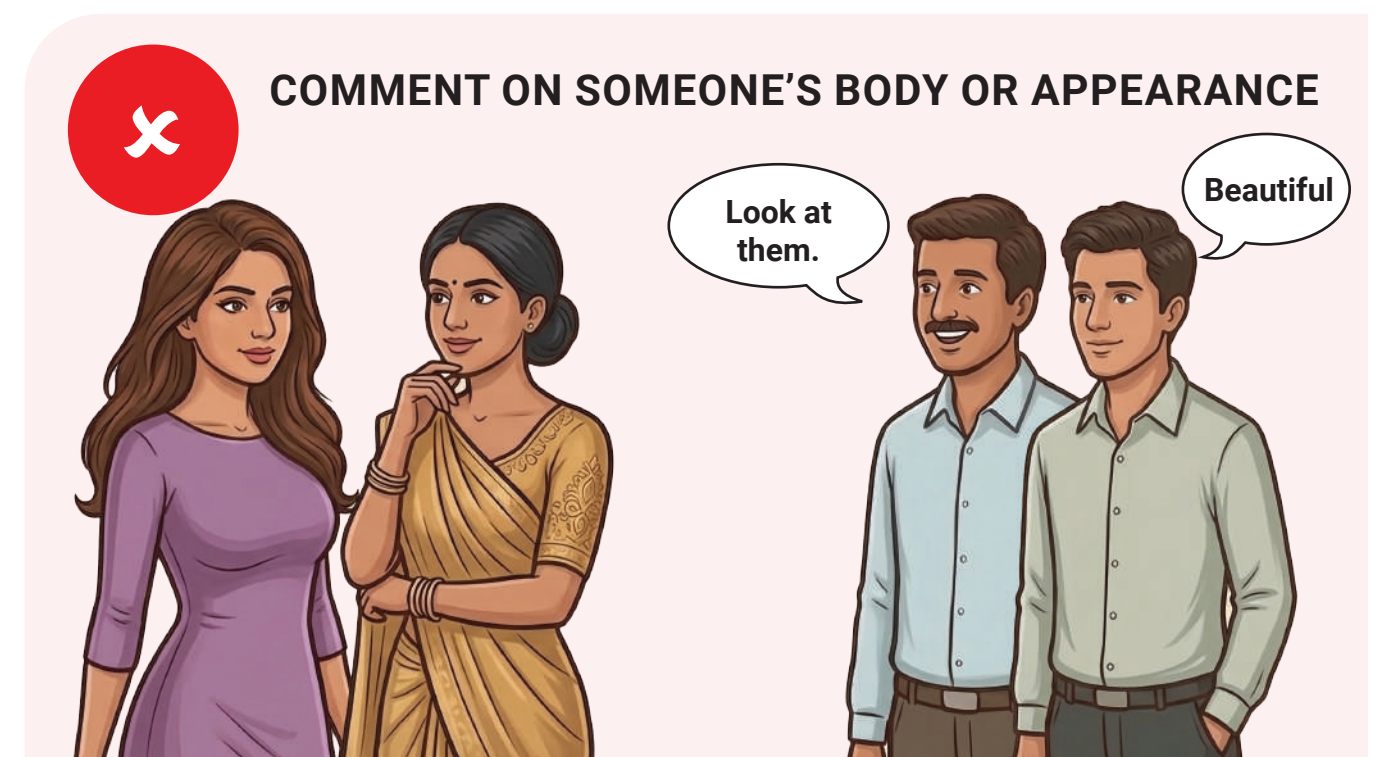
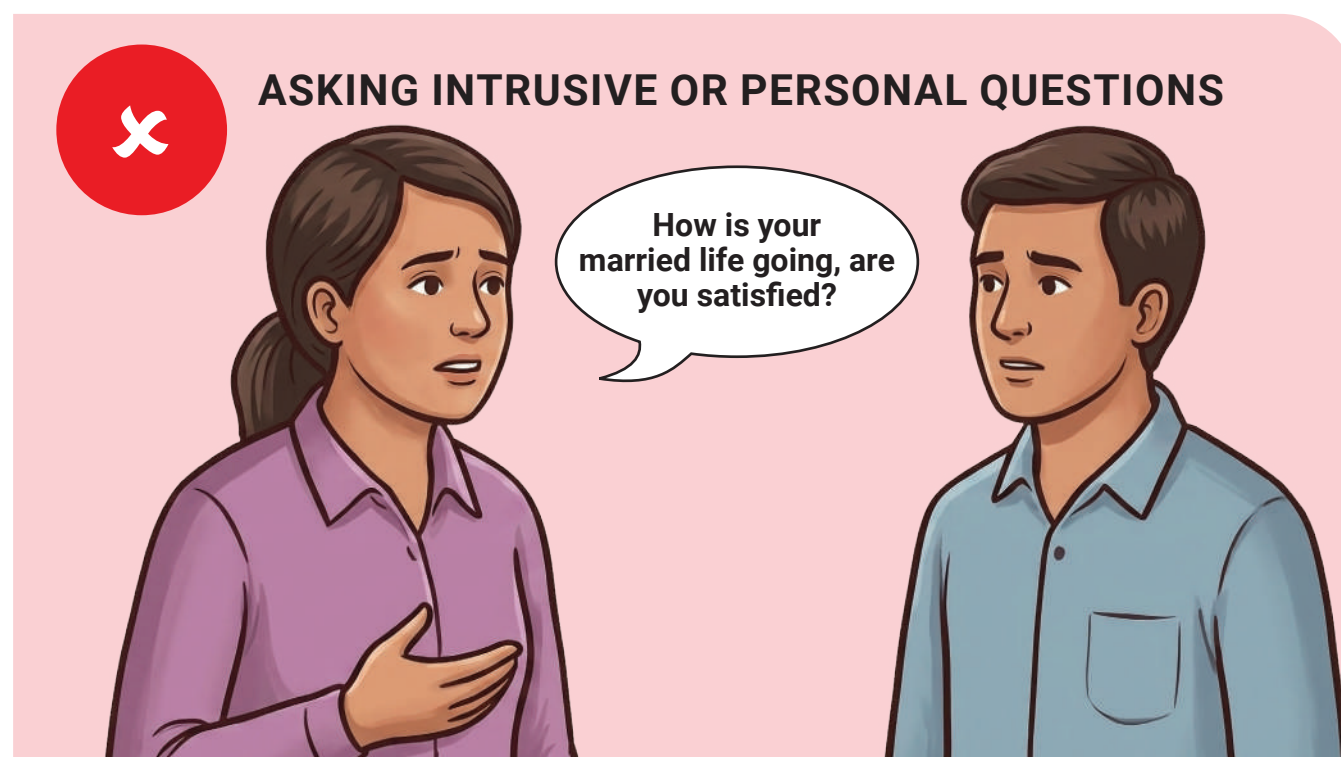
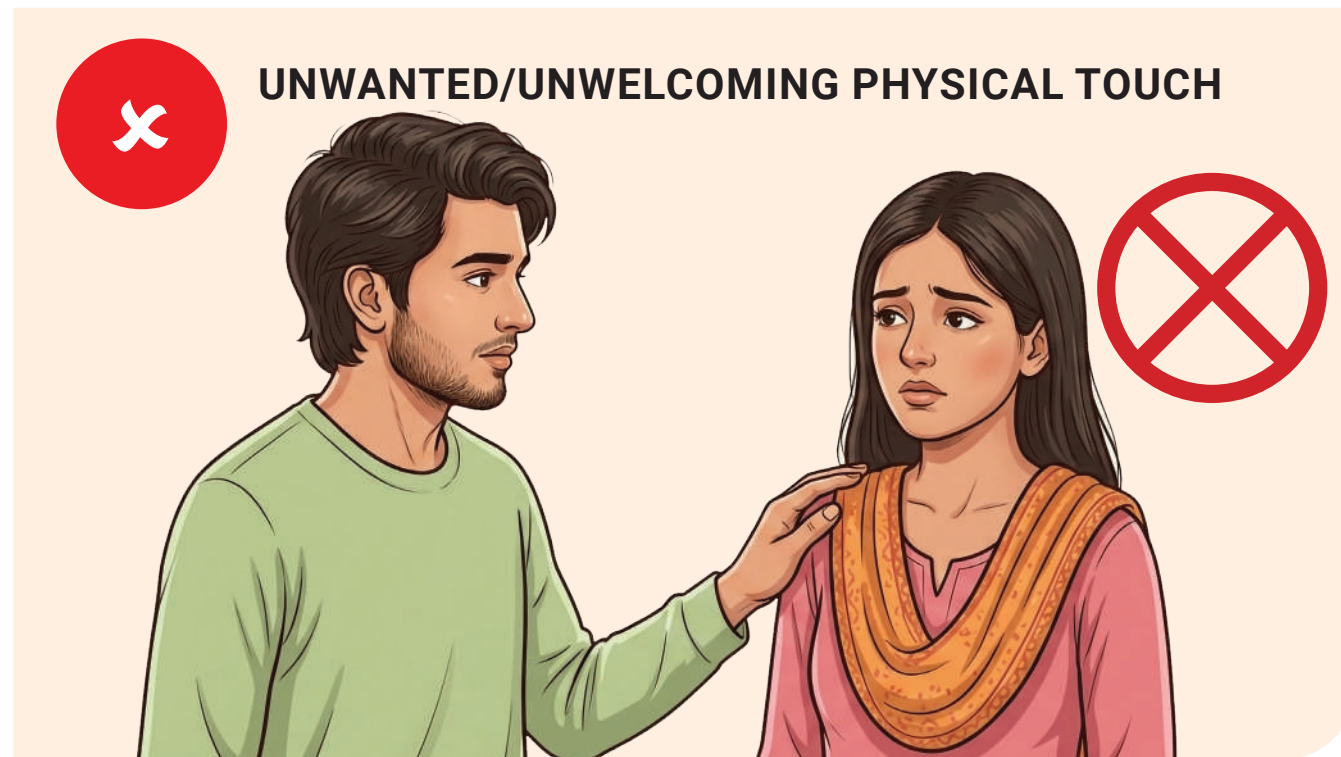
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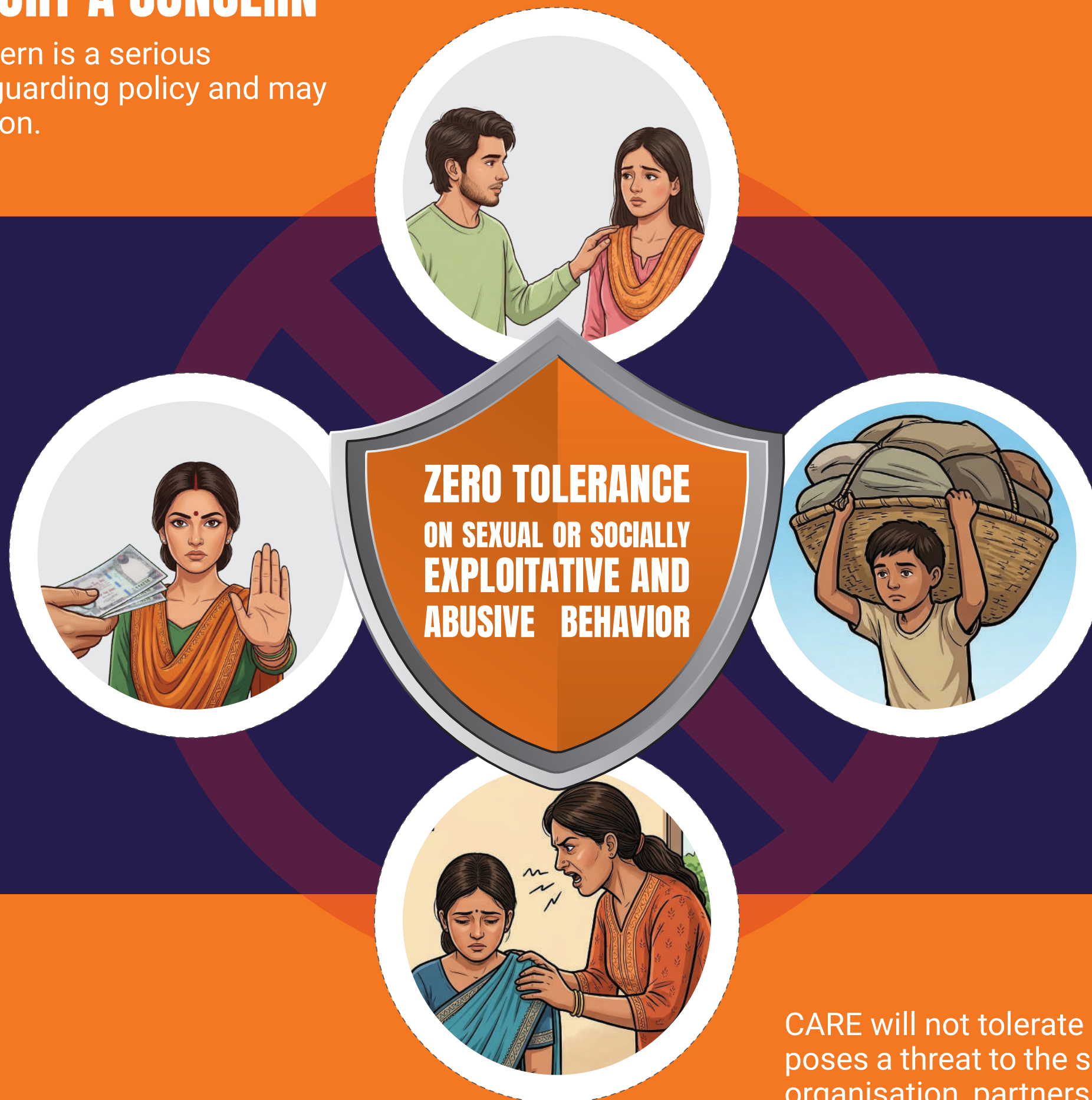
EXPECTED BEHAVIOUR OF CARE STAFF AND RELATED PERSONNEL

DON'T (PROHIBITED BEHAVIOUR)



FAILURE TO REPORT A CONCERN

Failure to report a concern is a serious violation of CARE safeguarding policy and may lead to disciplinary action.



CARE will not tolerate any act or behaviour that poses a threat to the security of employees, the organisation, partners or project participants.



WHAT TO DO IF BEHAVIOR IS NOT FOLLOWED?

If expected behavior is not followed, it must be reported immediately because CARE takes all concerns seriously and will investigate fairly.

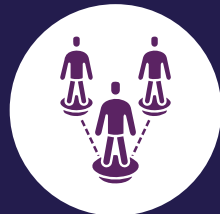


WHO CAN REPORT?

Anyone can report abuse, including survivors, community members, families, staff, mobilizers, or anyone who sees or hears about a concern.



WHERE TO REPORT



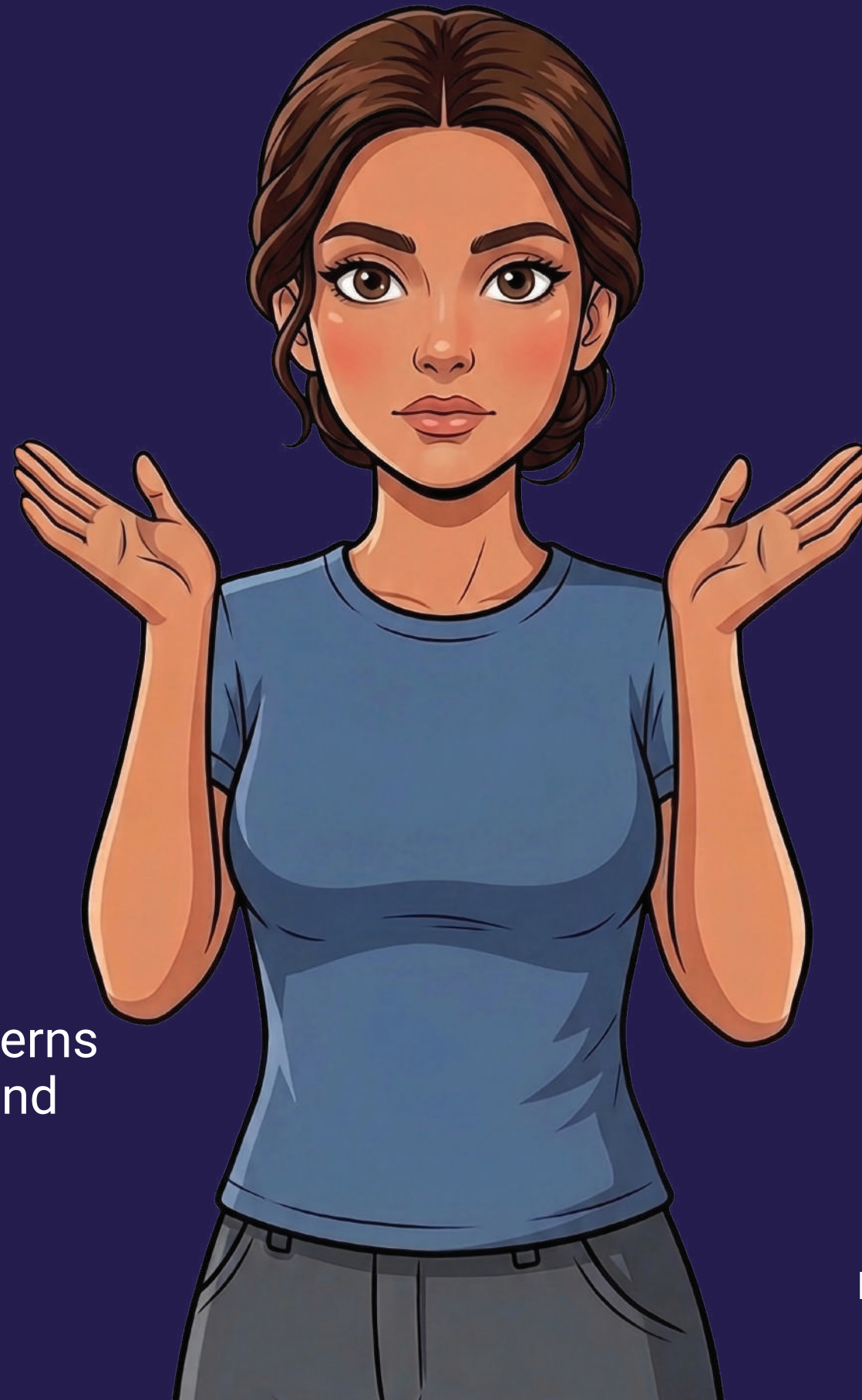
CARE NEPAL SAFEGUARDING

Focal Person – People & Culture lead



A SUPERVISOR OR PROJECT MANAGER.

You can also share your concerns with trusted project staffs and related personnel



ETHICSPPOINT



www.care.ethicspoint.com



CARE NEPAL HOTLINE

for PSHEA Concerns
+977-9801970870



npl.complaint@care.org

FEEDBACK

If you have feedback related to CARE Nepal's Work, please contact:

 **for NTC users: 16600170017**

 **Hotline number for NCELL users: 977-9818765277**



A COMPLAINT BOX

“We want to hear from you, tell us what you like and what you don't like about us, your feedback will help us grow and improve our work”

Email: npl.complaint@care.org

The identity of the person reporting will be kept confidential. No one will be punished for reporting in good faith.



WHAT AFTER REPORTING?

After a report is made, CARE records the concern confidentially and ensures that the safety of the survivor is the first priority. CARE conducts fair and professional investigation and provides support such as medical, psychosocial or legal assistance to the survivor if needed. If the concern is proven, strong disciplinary action will be taken up to immediate termination. CARE does not allow retaliation and will always act fairly and without bias.

