

Safeguarding Guide for Youth

How does Women Deliver ensure children and youth are safe in its programs and advocacy work?

Women Deliver establishes a **Code of Conduct** for the Emerging Leaders Program, our main adolescent and youth engagement program. This Code of Conduct sets out positive and powerful community practices and agreements for how everyone should interact in the Emerging Leaders Program, as well as all Women Deliver's work with children and youth.

Women Deliver has a **Child and Young Person Safeguarding Policy**, developed in consultation with staff, partners, and legal advisors. Each individual who engages with children (under age 18) and/or young people (age 18-29) through Women Deliver's work ("Women Deliver Stakeholders", defined fully in the **Policy**) is required to comply with this policy - including children and young people themselves! Women Deliver provides training on this policy for staff, consultants, partners, and vendors, and also explains this policy to all children and young people with whom it works. Women Deliver also assesses the risk to a child or young person in engaging in Women Deliver advocacy work and programs, and communicates that risk to the child, young person, or their guardian.

Women Deliver maintains a zero tolerance policy for any physical, emotion, sexual, and/or online abuse. Women Deliver maintains a 'do no harm'

approach to its work and as such, any exploitation, neglect, or harm to children or young people in Women Deliver programs is immediately and robustly addressed. Anyone who witnesses any form of abuse, exploitation, neglect, or harm is required to report this through the reporting procedures outlined below. When Women Deliver receives this kind of report, we immediately act to ensure that the child or young person is safe, and connect them to any legal, medical, psychological, or other resources they need for support. We then will take action to respond to the report as appropriate. All reports of abuse will be thoroughly investigated.


How do I report a safeguarding incident that I personally experienced, or that I have witnessed during a Women Deliver event, program, or Conference?

HOW TO REPORT

First, if you or a child or young person is in imminent danger or harm's way, call the police immediately. Once the person experiencing the incident is safe, please report the incident to Women Deliver.

You should report any situation that you believe is a violation of this policy by speaking to any Women Deliver staff member or consultant with whom you feel comfortable, or by emailing safeguarding@womendeliver.org.





All Women Deliver events have a designated safeguarding focal person or safeguarding procedures that can receive reports or help direct you to a Women Deliver staff member. You do not need to investigate the situation further, and you should keep all information regarding the incident confidential.

REPORTING PROTECTIONS

All reports, including the identity of the person making the report, will be kept confidential, and no one will be retaliated against for making a report in good faith. However, anyone who knowingly makes a false report will be subject to disciplinary action, up to and including removal from the Young Leaders Program.

RESPONDING TO REPORTS

Women Deliver will take appropriate action in a timely manner in response to all reports.

When an investigation is complete, Women Deliver will keep a confidential record of the reported incident and the results of the investigation, and will take follow-up actions as required.

What is considered a violation of this policy?


A violation of this policy occurs when a Women Deliver representative, program visitor, Young Leader, or Young Leader Alumni harms a child or young person participating in a Women Deliver program, event, campaign, or other sponsored activity. Abuse, exploitation, neglect, or harm (fully defined in the **Policy statement**) are all violations of this policy:

- **Abuse** is any behavior that results in actual or potential detrimental effect or harm to a child or young person's health, wellbeing, survival, development, or dignity. Abuse can be economic, emotional, online, physical, or sexual.
- **Exploitation** is any situation in which someone takes advantage of unequal power or status for profit or gain.
- **Harm** is any detrimental effect on someone's physical, psychological, or emotional wellbeing.
- **Neglect** is a persistent failure to meet someone's basic physical or psychological needs, resulting in actual or potential harm.

These behaviors can take place intentionally or unintentionally, and can be self-inflicted, although usually inflicted by others.

Examples of safeguarding policy violations include, but are not limited to:

- A Women Deliver staff member abuses, exploits, or neglects a Young Leader or Alumni under 30 years of age.
- A Women Deliver consultant abuses, exploits, or neglects a child or young person attending a Women Deliver event.
- Women Deliver publicly shares the personal information of a Young Leader or Alumni under 30 years of age without their consent or, in the case of a child, the consent of their parent or guardian.
- A Young Leader or Alumni abuses, exploits, or neglects another Young Leader or Alumni under 30 years of age.
- A Young Leader or Alumni abuses, exploits, or neglects a child or young person in the course of implementing their Women Deliver Grant.



If you have any questions about this policy, please contact the designated safeguarding focal in your engagement with Women Deliver, or write to safeguarding@womendeliver.org.