



Green The Environment (GTE)

Children and Vulnerable Adults Safeguard Policy



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POLICY STATEMENT

Section 01: Introduction to the 'Children and Vulnerable Adults Safeguard Policy'

1.1 Title of the Policy: policy shall be named as 'Children and Vulnerable Adults Safeguard Policy' of **Green The Environment (GTE)**

1.2 Objective:

1. To protect the children and vulnerable from any physical, mental and Other types of harassments at all level.
2. To create awareness and inspiration among the staff of the organization on safely, security and dignity of children and vulnerable groups of the society.
3. To create awareness and inspiration among all the participants of different programs about this.

1.3 Jurisdiction of the policy:

The policy is applicable to all the permanent, temporary, contractual, volunteer and honorary staff of The Green the Environment (GTE).

1.4 Development Process of the policy:

Green The Environment (GTE) organized a series of consultations with its staff's members and reviewed different organization's Child Protection policy, practice and procedure and drafted this policy. It received feedback from beneficiaries and staff and included them later on into this policy.

1.5 Review and alteration of Policy:

The Executive Committee and the Competent Authority of Green the Environment (GTE) is the only authority who reserves the right to change, modify, suspend, interpret or cancel its policy clause.

1.6 Approval and Effective Date of the policy:

Approval and Effective Date of the policy

This Policy shall be effective from the day following the day of approval given on it by the Executive Committee of GTE and the employees of GTE shall be notified of the exact effective date of this policy.

1.7 Review of this policy:

This policy can be reviewed with the significant changes made in the National and international laws, policies human rights declaration.

Section 02: The Policy

2.1 Introduction:

As a human right based organization, GTE believes that each and every child as well as vulnerable and disadvantaged people have right to live It is therefore, the responsibility of GTE to take necessary initiatives within the organization and community es. Every place under the organization will be safe and secure for children as well as all vulnerable and disadvantaged people. All personnel of GTE are supposed to be the pathfinder to build a safe and secured society for them the organization does believe that every staff's moral and professional responsibilities ties are to protect them with ensuring dignity for the vulnerable groups in every tire of the society.

2.1 Principles:

This Safeguarding Policy is prepared based on Keeping Children Safe international Safeguarding Standards: the Convention on the Rights of Persons with Disabilities (UNCRPD) and its related UN conventions; the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted in 1979, the UN Convention on the Rights of the Child, 1989 (and it's optional Protocols) the UN Statement for the Elimination of Sexual Abuse and Exploitation on and all child-related UN conventions; the national child protection and vulnerable e adults legislation on of Bangladesh and international good humanitarian practice.

2.2 GTE believe that:

- All children and vulnerable adults have equal rights to protection from harm.
- All have a duty of care to children, vulnerable adults with whom they work, are in contact with, or who are affected by their work and operations.
- The partners of the organization will also follow this policy.
- All the programs will be taken keeping in mind the protection of children and vulnerable adults.

2.3 Definitions and Terms:

2.3.1 Safeguard

Safeguard is the responsibility that GTE must make sure their staff operations, and programs do no harm to children and vulnerable adults in any way for now and in future. If harmful issues occur, then the organization takes over this and solves it.

2.3.2 Children: According to the UN Convention on the Rights of the child, any person below the age of 18. will be treated as a child.

2.3.3 Vulnerable Adult/Adult at risk: Any person aged 18 or over and if

a. The adult has particular care, support or special needs and as a result abuse occurs when a vulnerable adult/adult like man, women undertaking care at risk is mistreated, neglected or harmed by another person who holds a position of trust

b. At a specific situation if anybody does not enjoy the rights (like security, shelter, water, food and others) or dependable on other person or institution like.

- If lives in refugee camps or under the rehabilitation program of NGOs and due to no ability to control the situation then they are under exploitation and misbehavior and/or
- An adult live in unknown country or place, and/ or
- If the adult due to work or social relation or due to agreement are controlled, forced to do, exploited or influenced by an agency.

2.4 Definition of harmfulness:

2.4.1 Physical Assault: Physical harmfulness by any accused persons' children or adults. These are hit, assaulting, using poison killing through keeping under water setting fire in the body. These are also physical assault if parents or attendants prolong any diseases or symptoms or due to interest prolong the sickness willingly.

2.4.2 Sexual abuse: Forcing or enticing a child or vulnerable adult to take part in sexual activities that s/he does not fully understand and has little choice in consenting to. This may include but is not limited to rape oral sex penetration on or non-penetrative acts such as masturbation, kissing, rubbing and touching. It may also include involving children in looking at, or producing sexual images watching sexual activities and encouraging children to behave in sexually inappropriate ways.

2.4.3 Sexual exploitation: A form of sexual abuse that involves children or vulnerable adults being engaged in any sexual activity in exchange for money gifts. food, accommodation affection, status, or anything else that they or their family needs. It happens by forcing or using the children. Like making friendship with the children, vulnerable adults and beneficiaries. getting confidence of them and in a stage, they are forced to involved with drug In this situation an imbalance power avails among affected population and accused persons where the willingness or unwillingness of them are limited it is one kind of exploitation of gambling and they also forget that to do these there needs to take their opinions. Sexual exploitation occurs different ways. Accused persons can do it through giving money, using emotions or by physical controlling or

giving force among the staff or in a team it may occur. It happens in a community are adjacent to it. Sometimes it happens also by a gang or accused group specially who are involved with the human trafficking.

2.4.4 Sexual Harassment: Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature where a unexpected or attacking working atmosphere exists. Through this behavior the females are sexually harassed by men. But in different country laws agrees that the exploitation can be by men or women.

2.4.5 Neglect and negligent behavior: Allowing for context. resources and circumstances to show neglect and negligent treatment to a child, inability for meeting the basic physical and mental rights of the children continuously which tends to a child for stunted of the physical growth along with mental and ethical growths. It Is did not ensure the appropriate supervision, protection from the harmfulness, nutrition and she ter. safe life and safe working environment Taking drug or alcohol which affects the child who has not yet born, not good treatment oi differently ab e children or being indifferent to the children are under neglected behaviors to the children.

2.4.6 Mental abuse: Persistent emotional maltreatment that impacts on mental Wellbeing and mental health. Emotionally abusive acts include restriction of movement degrading humiliating. bullying (including cyber bullying), and threatening, scaring, discriminating, ridiculing or other non-physical forms of hostile or rejecting treatment.

2.4.7 Commercial exploitation: Exploiting a child or a vulnerable adult in work or other activities for the benefit of others resulting stunting the physical and mental growth, ethical and social growth. It includes cheating, exploitation and forced labor.

2.5 Employees:

All staff from local and national level volunteer and interns. Staff are

- A. All local and national staff.
- B. All volunteers and probationary staff.

2.6 Associates:

- A. Vendor and consultant
- B. EC/GC members
- C. All partners and community people
- D. Guests and visitors

2.7 Prevention:

2.7.1 Risk assessment/Risk mitigation: A risk assessment of all GTE operations, programs and project activities will be conducted (e.g. health risk, security risk, negative impact, etc.). Risk mitigation strategies will be developed, which minimize the risk to children, and vulnerable adults and incorporated into the design, delivery and evaluation of programs, operations and activities which involve or impact upon children.

2.7.2 Safe recruitment: GTE will ensure that it applies the highest standards in its recruitment and vetting policies across the organization. Candidates are checked for their suitability for working with children and their understanding of safeguards.

2.7.3 Safety check: Protection checks, such as disclosure of previous convictions or police checks (if disclosure is unavailable), forms an important part of our recruitment policy and covers all those representatives that we have an employment relationship with. If police checks are impossible, other checks are put into practice and noted. Checking evidence of identity and the authenticity of qualifications, requesting self-declarations about previous convictions and a minimum requirement of at least two references are carried out in all cases.

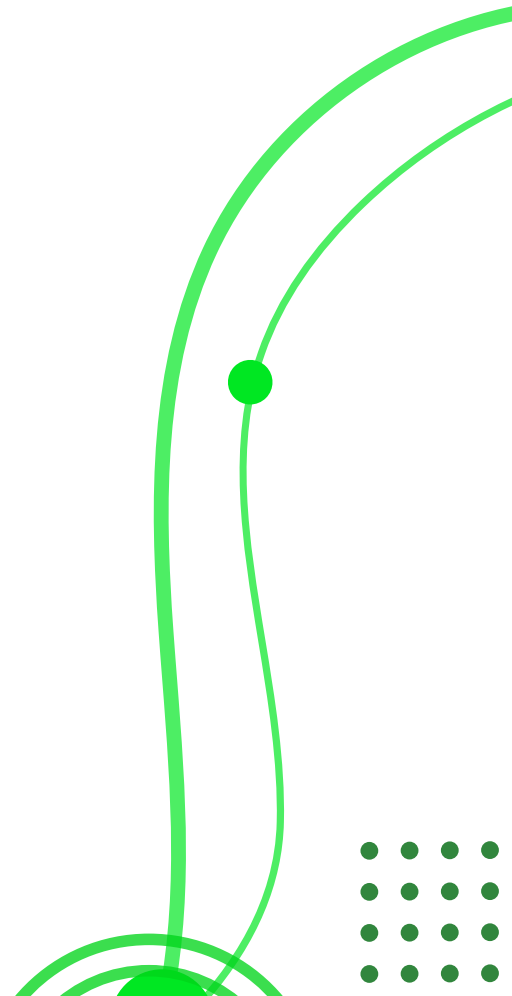
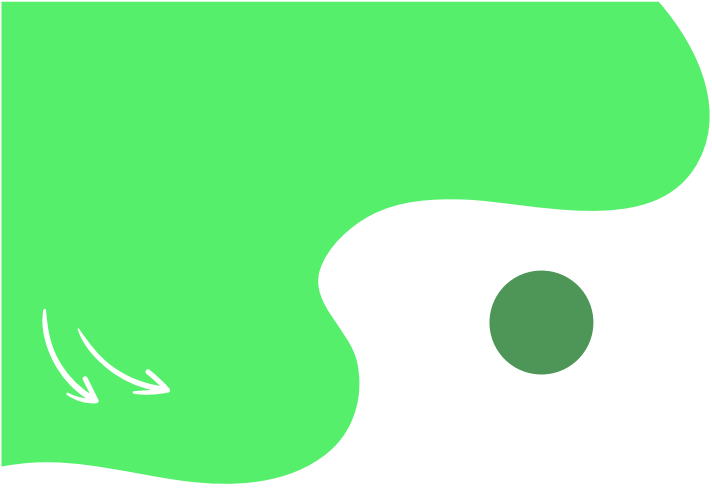
2.7.4 Education/training: All staff and associates receive safeguarding policy and training to help them understand why it is necessary to safeguard and protect children and vulnerable adults. Children and families will be informed on GTE Commitment to safeguarding and what to do if they have concerns about a child.

2.7.5 Safe program design: Organization will design its program keeping in mind that the programs/projects/activities will not put the children and vulnerable adults at risk. The aims of the organization will make the safeguard of the children and vulnerable adults. The policy will be as the cross-cutting issue of the program-/projects.

2.7.6 Communications - use of images and children's information: In our use of information and visual images both photographic stills and video, our overriding principle is to maintain respect and dignity in our portrayal of children, families and communities. The organization will develop its separate Communications policy/guidelines details with procedures.

2.8 Partners Obligations:

Agreements with partners will include a statement that partners who do not have a safeguarding policy will either abide by GTE policy or develop their own as a condition of the partnership.



2.9 Reporting/responding to complaints:

GTE will receive disclosures from children with sensitivity and will strive not to re-traumatize children in their handling of complaints. If a child or young person informs, they are being, or have been, abused:

- A.** Listen and accept what the child or vulnerable adult says but do not press for information.
- B.** Listen to children or vulnerable adults know what we are going to do next and at we will er them know what happens.
- C.** Do not investigate and do not inform, question or confront the alleged abuser.
- D.** Record carefully what we have heard on the reporting form.
- E.** Identifying information about children or vulnerable adults will be shared on a 'need to know' basis only. Deliberate false allegations are a serious disciplinary offence and will be investigated. If anybody comes to complaints, then it should be taken seriously.
- F.** Complainant and all witnesses will assist the investigation committee appointed by the organization.
- G.** There will be a guideline to guide the investigation process

2.10 Effectivity, monitoring and revision: Safeguard issues are included in the risk register and also quarterly and annual reporting process of the organization The management and the EC will monitor the process that the safeguarding policy is in place.

Approved by: This policy has been reviewed and approved on September 28, 2024, in the Executive Committee meeting and effective from the same date onward. manager (Finance, Operation) will monitor the implementation progress of this policy in the organization.



Azad Mia
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