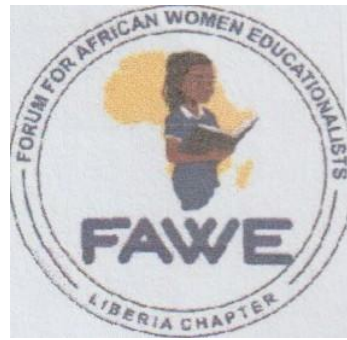




FAWE Liberia Child Protection Policy and Procedure

Introduction

The success of FAWE Liberia is significantly determined by the contribution of its human resources. The Human Resource Policy Manual sets out guidelines designed to attract and retain the most talented, competent and engaged people, and is a key reference document to enable the human resource to drive FAWE Liberia to achieve its vision and mission.

Further, the Human Resource Manual contains various policies that ensure efficient implementation of its programmes, outlines the code of conduct of its staff and guides compliance with National and International Standards of operation. FAWE Liberia policies include; Disciplinary Policy, Whistle Blower, Anti-Fraud, Health and Safety Policy, Staff Welfare Policy and Sexual Harassment Policy.

2. Purpose

The purpose of this policy and associated procedures is to provide clarity to ALL on how they should engage with children, young people and vulnerable adults when working for, on behalf of, or in partnership with FAWE Liberia. It is also to help us make sure that employees, volunteers and other representatives are protected.

It is intended to help us to have a common understanding of safeguarding issues, develop good practice across the diverse and complex areas in which we operate and thereby increase accountability in this crucial aspect of our work.

Any breach of this policy will be treated as a disciplinary matter, which may result in immediate termination of employment or contract, withdrawal of volunteer status, and reporting to the police, relevant regulatory authority or other body.

3. Definitions

Abuse - a violation of an individual's human and civil rights by any other person or persons. It can take the form of physical, psychological, financial or sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the health, survival, development or dignity of a child, young person or vulnerable adult.

Abuse can be a single act or repeated acts and can be unintentional or deliberate. Abuse often involves criminal acts.

Discriminatory abuse — abuse motivated by a vulnerable person's age, race, nationality, sex, sexual orientation, disability, or other personal characteristic.

Financial or material abuse - including theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.

Neglect - the persistent failure to meet a vulnerable person's basic physical and/or psychological needs, likely to result in serious impairment of his/her health or development. Examples include failure to provide adequate food, clothing and shelter, failure to protect them from physical or psychological harm or danger; failure to ensure adequate supervision (including the use of inadequate caregivers); or failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a vulnerable person's basic emotional needs.

Physical abuse — includes hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm, misuse of medication, restraint, or inappropriate sanctions.

21.0 CHILD PROTECTION POLICY AND PROCEDURE

21.1 Policy Definition

FAWE Liberia is part of the FAWE Africa Network. An African Non-Governmental Organization whose main beneficiaries are female children (girls) and women in Africa. It is therefore paramount that these children and overall, both boys and girls are protected from any harm during duty by FAWE Liberia

For this policy, a child is defined as a person below the age of 18 years. Protecting children from harm is the responsibility of all those who participate in the work of FAWE Liberia. This policy applies both during and outside regular working hours to all staff and persons dealing with FAWE Liberia including; volunteers, interns, contractors, sub-contractors, partners, consultants, board members, FAWE Liberia members and associates, partner organizations, beneficiaries, alumni and clients.

Every employee is tasked with the responsibility of adhering to this policy. This can be achieved by having a thorough knowledge of the policy and the procedures set out below, acting in accordance with the policy and complying with the FAWE Liberia Child Protection Code of Conduct. Breach of this policy or the Child Protection Code of Conduct constitutes an act of gross misconduct and is grounds for disciplinary action up to and including termination of employment/engagement.

21.2 Policy Objective

This policy is informed by a set of principles that derive from the Constitution of the Republic of Liberia (1986), the Children's Law of Liberia 2011, and other relevant national laws and international obligations, that provide:

- i. All children have equal rights to protection from abuse and exploitation.
- ii. All children should be encouraged to fulfil their potential and inequalities should be challenged.

- iii. Everybody has a responsibility to support the care and protection of children.
- iv. Organizations have a duty of care to children with whom they work and with whom the organization's representative's work.
- v. Organization's partners have a responsibility to meet minimum standards of protection for the children in their programs.
- vi. Zero tolerance of child exploitation and abuse.
- vii. Recognition of the best interest of the child.
- viii. Risk management approach.
- ix. Children's rights are human rights.

21.3 Statement of Responsibility

- i. This policy statement affirms FAWE Liberia's commitment to the welfare and rights of children and their protection from abuse and exploitation. FAWE defines child abuse to include child exploitation or any behavior that in any way places a child at risk of harm. Any such behavior is unacceptable and subject to FAWE disciplinary procedure and/or institution of criminal procedure.
- ii. FAWE recognizes that the abuse and exploitation of children happen in all countries and societies across the world. All child abuse involves the violation of children's rights and human rights. Child abuse is not acceptable and a commitment to children's rights in general also means a commitment to safeguard the children with whom FAWE is in contact. The best interest of the child shall be paramount in any decision making and programming.
- iii. FAWE will not permit a person to work with children if that person poses an unacceptable risk to children's safety or well-being. Upon recruitment of its employees, Contractors, Consultants and any other person needed to work or provide services, FAWE will require them to declare any previous or current accusations against them of child abuse and/or any other child offence. This declaration will be guided by the provisions of the Children's Law of Liberia 2011.
- iv. FAWE Liberia management is responsible for the implementation of this policy and ensuring that all parties comply with the Child Protection Code of Conduct. The management will also ensure that all staff are inducted on the contents of this policy.
- v. FAWE Liberia will partner with institutions that offer counselling services to provide support to children survivors of abuse and/or were funded under an organization's programmes, directly support the children survivors.

21.4 Forms of Violations Against Children

21.4.1 The violations against children include:

- i. Physical, Psychological and Verbal abuse
- ii. Discrimination on grounds including sex, age, tribe, culture, religion, sexual orientation, race, color, etc.
- iii. Sexual offences against a child including defilement, exposure to sexual and offensive pictures or videos, materials or contents, sexual exploitation
- iv. Trafficking of children
- v. Child marriage

This list is not conclusive. FAWE Liberia will adopt definitions and react to all emerging violations against the child.

21.4.2 Reprimand for Violation of the Policy and/or Children's Rights

i. FAWE Liberia 's definition of child abuse/violation of children's rights shall also adopt the definition in the Children's Law of Liberia 2011.

ii. Disciplinary procedure will ensure in any case reported whether by the person offended or any other staff concerned.

iii. Anonymous reports are encouraged whenever the affected persons, for whatever reason, cannot directly make the report.

iv. FAWE Liberia wilt invest in investigations of any reported cases to its conclusion.

v. Child Abuse cases are criminal and may also call for criminal charges against staff. FAWE Liberia will not hesitate to institute criminal charges against a staff suspected of offences under the Children's Law/ FAWE's Child Protection and Procedures Policy committed during their line of duty and/or an act that would ruin the reputation of the organization.

21.5 Vufnerabfe Peopfe

i. FAWE Liberia 's target beneficiaries are also young women (youth) and vulnerable Temale adults. It is in FAWE Liberia's interest to protect these categories of beneficiaries including their male counterparts.

ii. Vulnerable adult refers to persons a Dove the age of 18 years who for reasons including disability, age, gender, social, economic, cultural, religious contexts may be unable to care for themselves or protect themselves against harm and/or exploitation.

iii. FAWE Liberia has zero tolerance to any abuse of vulnerable people; such abuse amounts to gross misconduct. Any suspected cases would be taken through disciplinary action and would lead to possible termination of employment

Review by:

Executive Director:

Hon. Millias Z. Sheriff

07/07/26

Approved by:

Chairperson, Board of DirAtty. E

F. B

Date:

07/07/202

