

FAWE LIBERIA SAFEGUARDING AND CHILD PROTECTION POLICY

1. Introduction

FAWE Liberia operates in full compliance with Liberian law. Key legislation includes:

Children's Law of Liberia, 2011 (passed 2011, launched 2012): The primary law domesticating the UN Convention on the Rights of the Child (CRC) and the African Charter on the Rights and Welfare of the Child. It provides a comprehensive Bill of Rights for children, covering survival, development, protection, and participation. It emphasizes the **best interests of the child**, non-discrimination, and protection from abuse, exploitation, neglect, and violence

Safeguarding is the responsibility that an organization has to ensure that their employees and volunteers, partners, vendors, operations and programs do no harm to children, young people or vulnerable adults (together referred to as 'vulnerable people' under this policy); that they do not expose them to the risk of discrimination, neglect, harm and abuse; and that any concerns the organization has about the safety of vulnerable people within the communities in which they work, are dealt with and reported to the appropriate authorities. It is also the responsibility that the organization has for protecting its employees and volunteers when they are vulnerable, for example, when ill or at risk of harm or abuse.

Child protection is a central part of but not separate from safeguarding. It is the process of protecting individual children identified as either suffering or at risk of significant harm because of abuse or programme of work. It also includes measures and structures designed to prevent and respond to abuse.

Over recent years, there has been increasing recognition of the way in which children, young people and vulnerable adults can be at risk of discrimination, neglect, abuse and exploitation by those who are in positions of trust and power over them, including through international development activities.

Therefore, there has been a significant increase in the efforts made by development organizations to ensure that no harm results from the contact their employees, volunteers and other representatives have with their target populations or communities.

Through their work, **FAWE Liberia** employees, employees of partner organizations and volunteers may engage with young people and vulnerable adults either directly or indirectly.

FAWE Liberia recognizes it has an obligation to put in place all reasonable safeguarding measures to ensure, as far as possible, the safety and protection of children, young people, and vulnerable adults, including those with whom we work and those in the communities where **FAWE Liberia** work is undertaken.

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.

Psychological abuse - includes emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks. Examples include not giving a vulnerable person opportunity to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on a vulnerable person, which may include interactions that are beyond a vulnerable person's developmental capability. It may involve serious bullying (including cyber bullying), or the exploitation or corruption of a vulnerable person.

Sexual abuse - involves forcing, enticing, or coercing someone to take part in sexual activities, whether or not the vulnerable person is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing, and touching outside of clothing. They may also include non-contact activities, such as involving a vulnerable person in looking at, or in the production of sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse can be carried out by adults or other children.

Child – FAWE Liberia regards a child as anyone under the age of 18 years, irrespective of the age of majority in the county in which the child lives. It is widely recognized that children are generally more vulnerable to abuse and exploitation due to factors such as age, gender, social and economic status, developmental stage, and dependence on others.

Vulnerable person/people – for the purposes of this policy this is an umbrella term which covers children, young people, and vulnerable adults.

PSEA - Protection against Sexual Exploitation and Abuse.

Vulnerable adult - a person, 18 years and above, who by reason of disability, age, gender, social and economic status, or illness, the context they are in, may be unable to take care of or to protect him or herself against abuse, harm, or exploitation.

Youth or young people - individuals aged 15 to 25. **FAWE Liberia** recognizes that this group spans the categories of 'children and 'adults' but regards young people as having particular safeguarding needs and requiring distinct consideration aside from younger children and older adults.

4. Scope

This policy is mandatory for all **FAWE Liberia** employees. For the purposes of this policy, 'employee' is defined as anyone who works for or on behalf of **FAWE Liberia**, either in a paid or unpaid capacity. This therefore includes directly employed staff, trustees, contractors, employees

and volunteers of sub-contractors, agency workers, consultants, volunteers, interns, and all visitors to **FAWE Liberia** work programs and offices.

It also covers implementing partners whom we fund, and who we expect to work under the policy as a condition of their involvement with **FAWE Liberia**.

This policy demonstrates how **FAWE Liberia** will meet its legal obligations and reassure volunteers, employees, partners, and members of the public:

- a) On what they can expect **FAWE Liberia** to do to protect and safeguard vulnerable people.
- b) That they can safely voice any concerns through an established procedure.
- c) That all reports of abuse or potential abuse are dealt with in a serious and effective manner.
- d) That there is an efficient recording and monitoring system in place.
- e) That employee, volunteers, subcontracted agencies and partners receive appropriate induction on safeguarding. f) That a robust 'safe' recruitment procedure is in place.

There are additional procedures in place that apply to those that work or have contact with, either directly or indirectly, children, young people, or vulnerable adults or who live in communities alongside them.

5. Policy Statement

FAWE Liberia has zero tolerance against abuse and exploitation of vulnerable people. **FAWE Liberia** also recognizes that safeguarding is everyone's responsibility and that it has an obligation to put in place reasonable measures to ensure, as far as possible, the safety and well-being of vulnerable people with whom we work and those in the communities in which we live.

FAWE Liberia works to the following key principles to protect vulnerable people:

- Everyone has an equal right to protection from abuse and exploitation regardless of age, race, sex, sexual orientation, marriage and civil partnership, pregnancy or having a child, gender reassignment, language, religion, political or other opinion, national, ethnic, or social origin, property, disability, birth, or other status.
- The best interests of the vulnerable person are paramount and shall be the primary consideration in our decision making.
- **FAWE Liberia** will take responsibility to meet our obligations regarding our duty of care towards vulnerable people, and act where we believe that a child, young person or vulnerable adult is at risk or is harmed.
- **FAWE Liberia** will ensure that employees and volunteers are inducted in our Safeguarding Standards (Appendix 1) and procedures as a key part of the recruitment and on boarding process.

- **FAWE Liberia** will ensure that all partners are informed and in compliance with our Safeguarding Standards.

When working with or through partners or subcontracted agencies, **FAWE Liberia** will ensure that their safeguarding procedures are consistent and in line with the principles and approaches set out in this policy.

- **FAWE Liberia** recognizes that an element of risk exists, and while we may never be able to totally remove this, we need to do all we can to reduce it or limit its impact.
- **FAWE Liberia** respects confidentiality and has a responsibility to protect sensitive personal data. Information should only be shared and handled on a need-to-know basis.
- **FAWE Liberia** commits to monitoring the implementation of the safeguarding policy. This policy will be reviewed every three years and earlier if necessary.
- **Cultural sensitivity:** **FAWE Liberia** seeks always to work in ways which are culturally sensitive. Culture must not be used as an excuse to abuse children, young people, or vulnerable adults.

6. Responsibilities

All

All employees, volunteers, consultants, agency staff, sub-contractors, partner organizations and visitors are obliged to follow this policy...

All people working with FAWE Liberia will:

- Read, understand, and adhere to the **FAWE Liberia** Safeguarding Policy and **FAWE Liberia** Code of Conduct.

All people working with FAWE Liberia will not: Sexually harass, assault, or abuse another person

Exceptions, Review, and Approval

- Exceptions: Written approval by Executive Director or Board.
- Review: Annually or on significant changes.

Review by:

Executive Director: _____



Hon. Millias Z. Sheriff

Date: _____

07/07/26

Approved by:

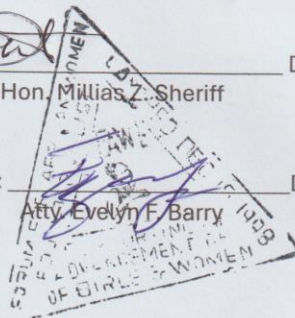
Chairperson, Board of Directors: _____



Atty. Evelyn F. Barry

Date: _____

7/07/2026



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