

## **CALL FOR ENVIRONMENTAL CONSERVATION ORGANIZATION.**

### **SAFEGUARDING POLICY.**

Call For Environmental Conservation Organization (CFEC) is committed to creating a safe, inclusive, and respectful environment for all individuals involved in our organization. This safeguarding policy outlines our commitment to preventing and addressing any harm, abuse, or exploitation that may occur within our organization. This policy applies to all individuals associated with CFEC organization, including but not limited to employees, volunteers, partners, contractors, and beneficiaries.

CFEC is committed to Ensuring the welfare and safety of individuals associated with our organization. Promoting an environment free from harm, abuse, or exploitation. Implementing appropriate safeguarding measures to protect individuals. Encouraging reporting of concerns or incidents related to safeguarding.

CFEC will Conduct robust recruitment and selection processes, including background checks. Provide comprehensive safeguarding training to all staff and volunteers. Establish and communicate clear codes of conduct and behavioral expectations. Implement appropriate risk assessment protocols to identify potential safeguarding risks and vulnerabilities. Foster a culture of trust, respect, and accountability within the organization.

CFEC encourages the reporting of any concerns, suspicions, or incidents related to safeguarding. We will Establish clear and confidential reporting mechanisms for individuals to raise concerns. Ensure all reports are treated seriously and investigated promptly and impartially. Take appropriate action, including disciplinary measures, in cases involving harm, abuse, or exploitation. Provide support and care to victims/survivors, working with relevant authorities and support organizations. CFEC respects the privacy and confidentiality of individuals involved in safeguarding matters. We will Handle all safeguarding-related information sensitively and confidentially. Protect whistleblowers' identities and ensure they are safeguarded from retaliation.

CFEC will regularly review and update this safeguarding policy to ensure its relevance and effectiveness. We will: Monitor compliance and effectiveness of safeguarding procedures. Seek feedback from individuals associated with our organization to identify areas for improvement.

Upendo Mwakyusa



Executive Director