

Child Safeguarding Policy

Purpose

Water For People has zero tolerance for child abuse, neglect or sexual exploitation and is committed to taking necessary steps protect children them from any such abuse arising out of a Water For People programs or interaction. Water For People has developed this Child Safeguarding Policy (“Policy”) to create and maintain a safe environment, free from child abuse, neglect or sexual exploitation by taking appropriate measures internally and in the communities in which Water For People operates.

Applicability

This Policy applies to:

- All Water For People employees globally (“Employees”).
- All individuals, including any director, volunteer, or independent contractor, authorized to act on behalf of or in support of Water For People (collectively, “Agents”).
- All Water For People partners, sub-awardees, grantees, contractors and sub-contractors and others with whom Water For People conducts business (collectively, “Vendors”). Vendors may satisfy this requirement by complying with their own human trafficking policy which is substantially equivalent to this Policy.

Definitions

The following definitions apply for purposes of this Policy:

“Child” means any individual under the age of 18 regardless of the legal age of consent of the country in which the child lives and/or in which an offense occurs.

“Child abuse, exploitation, or neglect” means any form of physical abuse; emotional ill-treatment; sexual abuse; neglect or insufficient supervision; trafficking; or commercial, transactional, labor, or other exploitation resulting in actual or potential harm to the child’s health, well-being, survival, development, or dignity. It includes, but is not limited to, any act or failure to act which results in death, serious physical or emotional harm to a child, or an act or failure to act which presents an imminent risk of serious harm to a child.

“Physical abuse” means any acts or failures to act resulting in injury (not necessarily visible), unnecessary or unjustified pain or suffering without causing injury, harm or risk of harm to a child’s health or welfare, or death. Such acts may include, but are not limited to: punching, beating, kicking, biting, shaking, throwing, stabbing, choking, or hitting (regardless of object used), or burning. These acts are considered abuse regardless of whether they were intended to hurt the child.

“Sexual Abuse” means fondling a child's genitals, penetration, incest, rape, sodomy, indecent exposure, and exploitation through prostitution or the production of pornographic materials.

“Emotional abuse or ill treatment” means injury to the psychological capacity or emotional stability of the child caused by acts, threats of acts, or coercive tactics. Emotional abuse may include, but is not limited to: humiliation, control, isolation, withholding of information, or any other deliberate activity that makes the child feel diminished or embarrassed.

“Exploitation” means the abuse of a child where some form of remuneration is involved or whereby the perpetrators benefit in some manner. Exploitation represents a form of coercion and violence that is detrimental to the child's physical or mental health, development, education, or well-being.

“Neglect” means failure to provide for a child's basic needs within USAID funded activities that are responsible for the care of a child in the absence of the child's parent or guardian.

Policy:

All Employees, Agents and Vendors while working for or under contract with Water For People with respect to Water For People work are prohibited from engaging in child abuse, exploitation, or neglect in a work-related context. Prohibited activity includes, but is not limited to:

- Having a child/children stay overnight at their home or any other personal residential location or accommodation.
- Using physical punishment, discipline, or physical force of any kind towards children, including the withholding of essential items.
- Using language with or behave towards a child in a way that is inappropriate, offensive, abusive, sexually provocative, demeaning or culturally inappropriate.
- Fondling, holding, kissing, hugging, or touching children in an inappropriate or culturally insensitive way.
- Sleeping in the same room or bed as a child.
- Doing things of a personal nature for children, (e.g., taking a child/ to the toilet/bathroom; helping them get un/dressed).
- Acting in ways that shame, humiliate, belittle, or degrade children, or otherwise perpetrate any form of emotional abuse.
- Discriminating against, showing differential or preferential to, or favoring particular children.
- Using computers, mobile phones, video and digital cameras, or other electronic devices or mediums to exploit, harass, or bully children.
- Using computers, mobile phones, or video/digital cameras or other electronic devices, to access, view, create, download, or distribute child pornography (“Child Sex Abuse Material”) including abusive images of children.

All Employees, Agents and Vendors while working for or under contract with Water For People with respect to Water For People work are required to comply with country and child welfare and protection laws or international standards whichever gives greater protection, and with U.S. law where applicable.

Water For People shall consider child safeguarding in project planning and implementation to determine potential risks to children that are associated with project activities and operations and in accordance with the [Child Safeguarding Compliance Plan](#).

Water For People, all Employees, Agents and Vendors while working for or under contract with Water For People with respect to Water For People work shall take measures to reduce the risk of child abuse, exploitation, or neglect including, but not limited to, limiting unsupervised interactions with children; creating awareness and conducting training, complying with [Water For People Consent Policy](#), and conducting child-safe screening for personnel.

Employees, Agents, or Vendors having knowledge or suspicion of violations of this Policy must report them immediately to a supervisor or Water For People's [Director of Risk Management](#), [Chief Administrative Officer](#) or, alternatively, via Water For People's EthicsPoint hotline: www.waterforpeople.ethicspoint.com

A Water For People Employee will not be discharged, demoted, or otherwise discriminated against as a reprisal for reporting any suspicions or disclosing any information "that the employee reasonably believes" is evidence of breach of this Policy. As stated in the [Water For People's Code of Conduct](#) any reprisal, threats, retribution or retaliation against any person who has reported, in good faith, suspected wrongdoing, or who is assisting in any investigation or process with respect to such a violation, is strictly prohibited.

Any breach or violations of this Policy will result in disciplinary action up to and including termination.

Related Documents

[Water For People Code of Conduct](#)

[Child Safeguarding Procedure](#)

USAID, Mandatory Standard Provisions for U.S. Nongovernmental Organizations, Section 27, Child Safeguarding (June 2015)

USAID, Mandatory Standard Provisions for Non-U.S. Nongovernmental Organizations, Section 27, Child Safeguarding (June 2015)

[Water For People Consent to Use Image, Likeness, and Personal Information Policy](#)

[Water For People's Protection from Sexual Exploitation and Abuse \(PSEA\) Policy](#)

[Water For People's Human Anti-Trafficking Policy](#)



Child Safeguarding and Sexual Exploitation and Abuse (SEA) Policy Certificate

I certify, that: (1) I have no prior or pending issues, of any nature whatsoever, related to sexual misconduct, including sexual exploitation and abuse of children; (2) I have not been terminated from past employment as a result of sexual misconduct, including sexual exploitation and abuse of children; (3) I have no criminal records and no criminal charges have been filed against me relating to sexual conduct, including sexual exploitation and abuse of children; and (4) there have been no allegations filed against me with any governmental agency or authority regarding sexual misconduct, including sexual exploitation and abuse of children.

In addition, I authorize and consent to the disclosure of any records or other information that any former employer may possess regarding any sexual misconduct, including sexual harassment, and sexual exploitation and abuse of children that may become known during verification of my prior employment or contact with my references.

I understand that the above information will be used by Water For People to comply with USAID SEA and UNICEF's PSEA requirements. I also certify that the information provided above is true and correct to the best of my knowledge and ability, and that no information has been concealed or altered in any manner. I am aware that if it is later discovered that any of the information provided above is found to be altered or false, I will be immediately terminated for cause and will forfeit any benefits in accordance with Water For People's termination policy.

Name: _____

Signature: _____

Date: _____