



## Attachment 1: Safeguarding Children, Youth and Vulnerable Adults

Rights and Resources Group is deeply committed to keeping safe the children, youth and vulnerable adults with whom it works alongside—either directly through our work or through work with our partners, collaborators and network. Rights and Resources Group acknowledges its duty to act appropriately to any allegations, reports or suspicions of abuse. This policy applies to all Responsible Parties and defines such as staff, including senior managers, leadership committee members, trustees, board members, paid staff, volunteers, facilitators, collaborators, sub- contractors, consultants, vendors, students and anyone working on behalf of Rights and Resources Initiative and its Partners, Collaborators and Grantees.

Rights and Resources Group recognizes that the safety of children, youth and vulnerable adults is paramount. All children and youth, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have the right to equal protection from harm or abuse. Additionally, vulnerable adults—defined as those who are receiving or may need care services because of learning, physical or mental disability, age, illness or traumatic experience—have the same right to protection from harm, abuse or exploitation.

The Rights and Resources initiative’s mission and core body of work directly support Indigenous Peoples, local communities, and rural women. While we recognize that—often—these groups are some of societies most marginalized, we would like to emphasize that not all Indigenous Peoples, local community members, or rural women are inherently “vulnerable adults” as described in this safeguarding policy. We do understand, however, that the likelihood of interaction with of or observance of “vulnerable adults” is considerably higher than most organizations due to the nature of our work, and as such wanted to make explicit note of this connection.

Rights and Resources Group expects all responsible parties covered by this policy to promote good practice and work in a way that can prevent harm, abuse and coercion from occurring. Responsible parties must ensure that any allegations of abuse or suspicions are dealt with appropriately and the person experiencing abuse or exploitation is supported and the appropriate steps are taken to stop the abusive or exploitative actions. Types of actions include working:

- to promote the freedom and dignity of the person who has or is experiencing abuse;
- to promote the rights of all people to live free from abuse and coercion;
- to ensure the safety and well being of people who do not have the capacity to decide how they want to respond to abuse that they are experiencing;
- to manage services in a way which promotes safety and prevents abuse;
- to recruit staff and volunteers safely, ensuring all necessary checks are made; and
- to provide effective management for staff, partners and volunteers through supervision, support and training

## Expected Actions

Rights and Resources Group is committed to putting in place safeguards and measures to reduce the likelihood of abuse taking place within the activities or services it manages and that all those who work with RRG and our Coalition will be treated with respect.

All Responsible Parties must be able to recognize the signs of abuse including, but not limited to:

- **physical abuse:** including hitting, slapping, punching, burning, misuse of medication, inappropriate restraint
- **sexual abuse:** including rape, indecent assault, inappropriate touching, exposure to pornographic material
- **psychological or emotional abuse:** including belittling, name calling, threats of harm, intimidation, isolation
- **financial or material abuse:** including stealing, selling assets, fraud, misuse or misappropriation of property, possessions or benefits
- **neglect and acts of omission:** including withholding the necessities of life such as medication, food or warmth, ignoring medical or physical care needs
- **discriminatory abuse:** including racist, sexist, that based on a person's disability and other forms of harassment, slurs or similar treatment
- **institutional or organizational:** including regimented routines and cultures, unsafe practices, lack of person-centered care or treatment

Abuse may be carried out deliberately or unknowingly. Abuse may be a single act or repeated acts. Responsible Parties witnessing abuse or exploitation should be prepared to act to protect the individual(s) effected, including removing them to a safe location if immediate harm is possible. Responsible Parties should reassure the individual(s), listen to what they are saying, record what employees have been told/witnessed as soon as possible and assure them that the information will be treated seriously.

If employees witness abuse or abuse has just taken place, the priorities will be:

- To call an ambulance if required
- To call the police if a crime has been committed
- To preserve evidence
- To keep them and others safe
- To record what happened and send to Human Resource or the COO.

## Safeguarding Officer

Right and Resources Groups has designated the Chief Operating Officer as the Safeguarding Officer, responsible for investigating any issues thoroughly. The Safeguarding Officer will report all investigations and their results to the Compliance Officer. Issues or complaints involving the Chief Operating Officer will be investigated by the Compliance Officer directly.