

CHANGES AT 15th April 2020: CARE's global core policy, now referred to as the **CARE International Safeguarding Policy**, was reviewed and updated in late 2019/early 2020. The new policy comes into effect from 15th April 2020. Key changes to the policy are outlined here.

Sexual harassment is unacceptable behaviour

- Sexual harassment has now been included within this policy. This is in recognition that sexual harassment is a form of sexual violence which is part of the continuum of interconnected harmful and unacceptable behaviours that are underpinned by the same social and cultural attitudes, gender inequality and abuse of power, as other forms of sexual violence central to this policy - sexual exploitation and sexual abuse.

No sex allowed with program participants

- CARE's Safeguarding Policy now makes clear that CARE Employees and Related Personnel are strictly prohibited from having sex, or engaging in any form of sexual activity, with program participants.

Child marriage is prohibited

- CARE recognises that child marriage is a global problem. It is rooted in gender inequality, is linked to harmful traditional practices, lack of education and poverty. Child marriage is a core development and human rights issue, and more than 190 countries around the world have committed to ending it, which is key to achieving the Sustainable Development Goals. Consistent with our global advocacy and programing efforts, CARE Employees and Related Personnel must not marry children.

Safeguarding policy applies to visitors, community volunteers and incentive workers

- CARE's Safeguarding Policy now applies to visitors to CARE offices and CARE programs. It also applies to community volunteers working on CARE programs and incentive workers employed by CARE. CARE has the same expectation of values, behaviour and conduct of these groups of people.

24/7 policy

- CARE's Safeguarding Policy applies to CARE Employees and Related Personnel both during and out of work hours.

Survivor-centred approach

- Survivors are at the centre of CARE's Safeguarding Policy. This means we prioritise the rights, needs and wishes of survivors central to our prevention and response to sexual harassment, exploitation and abuse, and child abuse.

Safety first

- Safety comes first for survivors and everyone involved in any way with sexual harassment, exploitation and abuse and child abuse by CARE Employees and Related Personnel. Ongoing risk assessments and risk mitigation measures must happen throughout all our safeguarding efforts to prevent further harm to survivors and anyone else affected.

Collaborate and support partners

- We recognise the role and relationship we have for our safeguarding work alongside partners, must be respectful, collaborative and supportive.

Commitments, Principles and Safeguarding Code of Conduct

- UN Secretary General's Principles have been removed from the policy and instead acknowledged in footnotes. The Principles have been specifically integrated into the Safeguarding Code of Conduct section because these are behaviours that our employees and related personnel must abide by. CARE's Commitments are clearly defined to inform everyone of what our organisation will do to safeguard our staff, partners, program participants and communities where we work.

Structural changes to policy

- The policy has been restructured for ease of understanding and to have the core of the policy at the beginning, and definitions and background as supporting information within annexes. The Safeguarding Code of Conduct defines the expected behaviours that employees and related personnel, will and will not do, and can be found in the annexes.