

B4T Child, Women and Vulnerable people protection policy

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1. Introduction:

B4T (Business for Transformation) recognizes the inherent dignity and rights of all individuals, including children and women. We are committed to ensuring the safety, protection, and well-being of children and women involved in or impacted by our business activities. This policy outlines our commitment to preventing and addressing any form of abuse, exploitation, or harm against children and women.

2. Definition of Abuse:

Abuse of children and women includes any action or lack of action that results in potential or actual harm to their physical, emotional, or psychological well-being. This includes, but is not limited to, physical abuse, sexual abuse, exploitation, neglect, emotional abuse, spiritual abuse and trafficking.

3. Scope:

This policy applies to all individuals associated with B4T, including employees, contractors, partners, volunteers, investors, entrepreneurs, subject matter experts, trainers and facilitators, regardless of their role or location. It covers all business activities, events, and interactions where children and women may be present or affected.

4. Prevention Measures:

4.1. Recruitment: All individuals engaged in B4T activities undergo a thorough screening process, including background checks and references. Those specifically involved in roles where they interact with children or women must provide additional references.

4.2. Safe Environment: B4T ensures that all physical spaces where business activities occur are safe and secure for children and women. This includes implementing measures to prevent unauthorized access and maintaining appropriate supervision.

5. Guidelines for Interactions:

5.1. Code of Conduct: All individuals associated with B4T are expected to adhere to a code of conduct that prohibits any form of abuse, harassment, or inappropriate behaviour towards children and women.

5.2. Supervision: Adults interacting with children or women should do so in an open and transparent manner, avoiding one-on-one situations in secluded areas.

5.3. Physical Contact: Physical contact with children or women should be appropriate, non-intrusive, and respectful of personal boundaries. Any physical contact should be initiated by the individual and take place in the presence of others.

6. Reporting Procedures:

6.1. Reporting Suspected Abuse: Any individual who suspects or witnesses abuse or harm against a child or woman must immediately report it to their supervisor or designated Child and Woman Safety Officer.

6.2. Confidentiality: Reports of abuse will be handled confidentially and with sensitivity. Information will only be shared with those directly involved in addressing the situation and relevant authorities as required by law.

7. Response and Accountability:

7.1. Investigation: B4T will promptly investigate all reports of abuse or misconduct, following established procedures and protocols. The safety and well-being of the affected individuals will be prioritized throughout the investigation process.

7.2. Accountability: Individuals found to have engaged in abuse or misconduct will face appropriate disciplinary action, up to and including termination of employment or partnership with B4T. Legal authorities may be involved as necessary.

8. Review and Compliance:

8.1. Regular Review: This policy will be reviewed periodically to ensure its effectiveness and relevance. Updates will be made as needed to align with best practices and legal requirements.

8.2. Compliance: All individuals associated with B4T are expected to familiarize themselves with this policy and comply with its provisions. Failure to adhere to the policy may result in disciplinary action.

9. Implementation:

9.1. Responsibility: The implementation of this policy is the responsibility of senior management, with support from designated Child and Woman Safety Officers who oversee its enforcement and provide guidance to staff.

10. Agreement:

By engaging in B4T activities, all individuals acknowledge their understanding of and commitment to this Child and Woman Safety Policy.

This policy reflects B4T's dedication to creating a safe and supportive environment for children and women involved in our business activities. We remain vigilant in our efforts to prevent and address any form of abuse or harm, in accordance with our core values and ethical principles.