

# LAST MILE HEALTH

## Last Mile Health - Safeguarding Policy (February 2022)

### PREAMBLE

This Safeguarding Policy articulates both our values and expectations with the goal of safeguarding and ensuring the protection of the children (i.e., all persons under 18 years of age) and vulnerable or at-risk adults (i.e., any person aged 18 years and over who is or may be unable to take care of themselves or unable to protect themselves against significant harm or serious exploitation) with whom, and for whom, we work. Safeguarding means protecting people's health, wellbeing and human rights, and enabling them to live free from harm, abuse, and neglect. It also extends to protecting people, including children and at-risk adults, from harm that may arise from coming into contact with our staff or programs. Although we operate in numerous countries and varied cultural contexts, certain core values must inform individual and collective interaction with children and vulnerable or at-risk adults. As a staff member, partner, or consultant of LMH, you are expected to adhere to the Values, Standards of Personal Conduct, and Protection of Beneficiaries of Assistance from Sexual Exploitation and Abuse guidelines herein regardless of where you are in the world or how long you have been with the organization. Additionally, we will not knowingly do business with any partner or vendor we suspect is in violation of this policy.

### VALUES

Respect and Awareness:

- We, staff members, partners, and consultants of LMH, treat all children and vulnerable or at-risk adults—those with whom we work and those in whose communities we live and work—with respect, compassion, and dignity.
- We respect and foster the rights of children and vulnerable or at-risk adults. We listen to views and concerns of children and vulnerable or at-risk adults.
- We are aware of the problem of abuse towards children and vulnerable or at-risk adults and the risks to these groups.

Zero tolerance of abuse towards children and vulnerable or at-risk adults:

- We recognize that all children and vulnerable or at-risk adults, in all circumstances, have the right to feel and to be safe, as well as to live free from harm, exploitation, and abuse.
- We do not engage in or tolerate any form of physical or mental violence, injury or abuse, maltreatment or exploitation, including sexual abuse, towards children and vulnerable or at-risk adults.
- We do not engage in or tolerate possession of, distribution of, or access to child pornography or any pornography involving vulnerable adults, whether held online or offline.
- We do not engage in or tolerate the taking of, or distribution of, degrading, sexually suggestive, or otherwise inappropriate photographs or recorded images of children or

vulnerable or at-risk adults.

- We ensure that the images of children and vulnerable or at-risk adults which we use for work-related purposes maintain the dignity and autonomy of the subjects and are the honest representation of the context and the facts.

Consent-based photographing or filming:

- We seek verbal consent from both the child or vulnerable or at-risk adult and a parent or guardian before taking photographs or recorded images.
- We respect the culture, structures, and customs of the communities in which we operate, and endeavor to comply with local traditions or restrictions regarding the reproduction of personal images.

Safety and Protection:

- We strive, in all our activities and initiatives, to protect children and vulnerable or at-risk adults from any form of harm, particularly arising from child abuse or neglect.
- We will design and implement all our programs and activities in a way that is cognizant of power dynamics and influence, and that protects children and vulnerable or at-risk adults from any risk of harm that may arise from coming into contact with us. This includes the way in which information about individuals in our programs are gathered and communicated.
- We evaluate and monitor any and all situations which may present risks to children and vulnerable or at risk adults, and will ensure the appropriate procedures are in place to manage these.

Openness and Accountability:

- We act with honesty, integrity, and openness whenever representing LMH.
- We create and maintain an open attitude in which to discuss any issues or concerns regarding the well being of children and vulnerable or at-risk adults.
- We develop a culture where children and vulnerable or at-risk adults can talk about their contacts with staff and others openly.
- We hold ourselves accountable to both those we seek to assist and those from whom we accept resources.
- We recognize the need to report on our activities involving children and vulnerable or at-risk adults and make these reports accessible as required.

#### STANDARDS OF PERSONAL CONDUCT

Prohibited behaviors: We set a high bar for staff member and consultant conduct where certain negative behaviors will not be tolerated. Such intolerable behaviors include, but are not limited to, the following:

- Use of terms that ridicule or belittle children and vulnerable or at-risk adults based upon their race, ethnicity, sex, age, religion or irreligion, nationality or ancestry, sexual orientation or identity, skin color, marital status, or disability status.
- Use of inappropriate, rude, suggestive, or bullying language towards children and vulnerable or at-risk adults.
- Actual or threatened violence toward any child, or vulnerable or at-risk adult, or group of children and vulnerable or at-risk adults.
- Conduct endangering the life, safety, health, or well-being of any child or vulnerable or

- at-risk adult, or group of children or vulnerable or at-risk adults.
- Engagement of children or vulnerable or at-risk adults in any form of sexual activity.
- Abusive conduct or conduct that may place a child or vulnerable or at-risk adult in the risk of abuse.
- Exploitation or harassment of children and vulnerable or at-risk adults through any medium. Possession or access to child pornography or any pornography involving vulnerable or at-risk adults.
- Taking inappropriate photographs or recorded images of children and vulnerable or at-risk adults, in particular presenting children and vulnerable or at-risk adults in a submissive or sexually suggestive manner.
- Photographing or filming children or vulnerable or at-risk adults without consent from both the child/vulnerable or at-risk adults and a parent or guardian.
- Exchange money, employment, goods, or services for sexual activity. This includes any exchange of assistance that is due to beneficiaries of assistance.
- Engage in any sexual relationships with beneficiaries of assistance, since they are based on inherently unequal power dynamics.
- Tolerance or participation in any other behavior towards children and vulnerable or at-risk adults which is illegal, unsafe, or abusive.

#### Expected behaviors

- Be respectful of children and vulnerable or at-risk adults, show concern for their well-being, and refrain from discriminatory, harassing, or insensitive behavior.
- Treat all children and vulnerable or at-risk adults in a fair and consistent manner, free of favoritism and prejudice.
- Wherever possible, ensure that another adult is present when working in the proximity of children or vulnerable or at-risk adults.
- Avoid inviting unaccompanied children or vulnerable or at-risk adults into a private home, unless they are at immediate risk of injury or in physical danger.
- Before filming or photographing a child or vulnerable or at-risk adults, obtain consent from both the child and a parent or guardian of the child.
- Ensure that photographs and films present children and vulnerable or at-risk adults in a dignified and respectful manner; in particular, before filming or taking photographs a, ensure that the subject is sufficiently clothed and not in poses that could be seen as submissive or sexually suggestive.
- When sending images of children and vulnerable or at-risk adults electronically, ensure that the file labels do not reveal identifying information (such as names, unless consent is expressly given).
- Encourage children and vulnerable or at-risk adults to raise any concerns about their contact with staff members of LMH by utilizing LMH's Reporting Code of Conduct or Safeguarding Concerns section below.
- Respect and foster the rights of children.

#### PROTECTION OF BENEFICIARIES OF ASSISTANCE FROM SEXUAL EXPLOITATION & ABUSE

As per the United Nations Secretary-General's Bulletin: Special measures for protection from sexual exploitation and sexual abuse and the UN Interagency Standing Committee on Protection from Sexual Exploitation and Abuse in Humanitarian Crises. All staff members, partners, and consultants of LMH must abide by the following core principles at all times:

- Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment;
- Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally; mistaken belief in the age of a child is not a defense;
- Exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading, or exploitative behavior is prohibited; this includes exchange of assistance that is due to beneficiaries.
- Sexual relationships between humanitarian workers and beneficiaries are prohibited since they are based on inherently unequal power dynamics. Such relationships undermine the credibility and integrity of humanitarian aid work.
- Where a humanitarian worker develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same humanitarian aid agency or not, they must report such concerns via established agency reporting mechanisms.
- Humanitarian workers are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Managers at all levels have particular responsibilities to support and develop systems which maintain this environment.

#### PREVENTION TRAFFICKING OF PERSONS

LMH is committed to the UN Protocol to Prevent, Suppress, and Punish Trafficking in Persons. Human trafficking is defined as the unlawful act of transporting or coercing people in order to benefit from their work or service, typically in the form of forced labor or sexual exploitation. As such, in addition to ensuring protection from sexual exploitation, the following activities are explicitly prohibited:

- Use of forced labor
- Destroying, concealing, confiscating, or otherwise denying an employee access to that employee's identity or immigration documents
- Failing to provide return transportation or pay for return transportation costs to an employee to the country from which the employee was recruited upon the end of employment if requested by the employee
- Providing or arranging housing that fails to meet the host country housing and safety standards
- Soliciting a person for the purpose of employment, or offering employment, by means of materially false or fraudulent pretenses, representations, or promises regarding that employment
- Charging employees recruitment fees

#### OBLIGATION TO REPORT VIOLATIONS

At LMH, we expect each staff member and consultant to bring any violations of LMH's Standards of Personal Conduct to the attention of any member of the People Operations team as soon as they become aware of any behaviors or activities which contravene either the content or spirit of this policy.