Safeguarding Implementation Considerations

Organization/ Internal Controls

- Is there a strong system of internal controls, including:
  - Creation and publication of a code of conduct, and
  - Strategies for (1) awareness of stakeholders; (2) sub-awardee compliance; and (3) how exploitation and abuse are prevented, detected, addressed, and resolved.
- Are the prohibited activities and related policies clearly communicated and enforceable? Are staff required to sign a code of conduct or similar policy?
- How are safeguarding considerations integrated into programming, compliance, organizational values, and human-resources processes?
- Have there been efforts to build staff capacity if the organization is new, or working with new or small partners?

Risk Assessment

- How is the project risk assessment specific and relevant to the country, region, and program?
- How do the various factors, including the following, contribute to safeguarding-related risks?
  - Conflict and disaster response,
  - Gender inequality and vulnerable populations,
  - Power imbalances and perceptions of authority,
  - Age and stage of development of program participants,
  - Personnel deployment and remote locations,
  - Type and method of service provision,
    - For example: does it involve individual interactions?
  - Sub-awardees capacity,
- How have the risk assessment findings been addressed in the program design and plans for implementation and monitoring?

Empowerment & Feedback

- What mechanisms are in place to provide information in accessible and age-appropriate formats about safeguarding-related resources, including reporting mechanisms, to participants and receive feedback? Are these two-way conversations?
- How are these mechanisms made safe, confidential, and accessible?
- How are program participants empowered to report?
  - For example: are they aware of the behavior aid workers are prohibited from?
- How is community feedback incorporated into the implementing of safeguarding measures?

Plan & Prevent

- How and how often are staff, volunteers, and participants sensitized or trained?
- Is there a focal point in the country/regional office for safeguarding?
- What procedures on recruitment, screening, training, deployment, management, and performance exist to safeguard program participants and staff?
- How are protections tailored to the risk environment?
- Have protection/response services been mapped and are there referral procedures?

Detect

- How are safeguarding violations reported and referred internally and externally?
- What are the mandatory reporting requirements and are there multiple channels for reporting?
- Are the reporting mechanisms tailored and accessible:
  - For example: child friendly mechanisms, mechanisms accessible for persons with disabilities, comprehensive anonymous staff surveys, app-based reporting systems.
- What routine efforts are taken to monitor for safeguarding violations in the field?

Address & Resolve

- How will the partner respond to critical safeguarding issues?
- How has the survivor been placed at the center of the process? What resources are available to them? If the survivor is a child, are additional safeguarding measures needed?
- What are the reporting, investigation, and adjudicative procedures, and how are they made safe, confidential, comprehensive, protective, compassionate, and fair?
- How is senior management involved?
- Are these procedures unbiased and performed by qualified individuals?
- Is the response to safeguarding violations timely and consistent?
- What are the mechanisms for due process & appropriate accountability?
- Is there a clear policy prohibiting retaliation?
- How does the organization ensure employment & accountability procedures are transparent?
- How are the statuses of cases tracked?

This resource provides a one-page primer of suggested implementation considerations and is not exhaustive.