

Southern Cameroons European Women e.V. POLICY ON CHILDREN and VULNERABLE ADULTS' PROTECTION FROM ABUSE AND EXPLOITATION - SAFEGUARDING POLICY

1. Purpose of the Policy:

- a) Southern Cameroons European Women e.V. recognizes the right of children and vulnerable adults to protection, regardless of gender, race, culture, religion, and disability.
- b) The NGO recognizes the power dynamics inherent in working with children and vulnerable adults and the potential for abuse and exploitation by staff of people we work with.
- c) Southern Cameroons European Women e.V. is committed to create and maintain an environment which promotes its core values and prevents abuse and exploitation of all people especially the vulnerable in the society.
- d) Southern Cameroons European Women e.V. Team and Collaborators are expected to uphold the dignity of all people with whom they come into contact by ensuring that their personal and professional conduct is always of the highest standards. They are equally expected to serve with integrity and promote the right relationships while taking their responsibilities.
- e) Southern Cameroons European Women e.V. recognizes the unique needs of children and vulnerable adults and, therefore, commits itself to create and maintain an environment that protects these individuals.

2. The Scope of the Policy:

This policy applies directly to the following categories:

- a) All Southern Cameroons European Women e.V. staffs, and volunteers.
- b) Those Intermediary deployed through Southern Cameroons European Women e.V. e.g. Representatives, Advisory Board members.
- c) Partners, collaborators, and associates.

3 Types of Abuses and Exploitations AWE e.V. Identify:

- a) Southern Cameroons European Women e.V. members, staffs, Advisory Board, volunteers, and associates are prohibited from engaging in sexual activity with children (persons under the age of 18, regardless of the age of majority or age of consent locally). Mistaken belief regarding the age of a child is not a defence.
- b) Southern Cameroons European Women e.V. members, staffs, Advisory Board, volunteers, and associates are prohibited from causing any physical or emotional harm to children or vulnerable adults.
- c) Southern Cameroons European Women e.V. members, staffs, Advisory Board, volunteers, and associates are prohibited from the exchange of money, employment, goods, or services for sex, including sexual favours.
- d) Southern Cameroons European Women e.V. members, staffs, Advisory Board, volunteers, and associates are prohibited from any form of humiliating, degrading, or exploitative behaviour toward children, women, and vulnerable adults.



SOUTHERN CAMEROONS EUROPEAN WOMEN e.V. (SCEW e.V.)

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- e) Southern Cameroons European Women e.V. members, staffs, Advisory Board, volunteers, and associates are not to use their power or position to withhold assistance or services, or to give preferential treatment.
- f) Southern Cameroons European Women e.V. members, staffs, Advisory Board, volunteers, and associates are prohibited from using their power or position to request or demand payment, privilege, or any other benefit.
- g) Southern Cameroons European Women e.V. members, staffs, Advisory Board, volunteers, and associates are prohibited from engaging in trafficking in human beings, in all forms. In the same spirit, they are strongly discouraged to engage in sexual relationships with people they work with since they are based on inherently unequal power dynamics. Such relationships are contrary to the principles and values and undermine the credibility and integrity of the work of AWE e.V.

4 Responsibility:

- a) Southern Cameroons European Women e.V. members, staffs, Advisory Board, volunteers, and associates are obliged to report any concern or suspicion of exploitation and abuse of a child or vulnerable adult.
- b) Failure to report may put the victim and the organisation at risk and is a breach of this Safeguarding Policy and of Southern Cameroons European Women e.V. International Code of Conduct.
- c) The organisation should report concerns by staffs from other non-member organization or body through established reporting mechanisms.

5 Case Management

- a) Southern Cameroons European Women e.V. has a Case Manager whose function is to assess, evaluate and follow up all the cases reported by staffs, volunteers, and beneficiaries.
- b) The name and contact number of the case manager are made known to all the workers, volunteers, and beneficiaries.
- c) Records are kept in a manner that adheres to the relevant information access laws and case management ethics, including confidentiality and access based on the “need to know”.
- d) Data protection procedures guide Case Manager on what information should be collected, stored, and used.

6 Prevention:

To prevent the above from occurring Southern Cameroons European Women e.V. is adhering to the highest human resource and recruitment standards:

- a) **Transparent recruitment** – referencing and vetting of prospective workers, staffs, Advisory Board members, volunteers, and helpers with emphasis on impeccable track record in carrying out their work in conformity with the **Bylaws** (Internal rules and regulations) of the organization.
- b) Southern Cameroons European Women e.V. is adhering to personal referencing scheme from already existing staffs, volunteers, Advisory Board, and friends of the interested.
- c) All staffs, volunteers, associates and beneficiaries receive a copy of children and vulnerable adults protection Policy and sign that they agree to comply to the terms.



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7. Certification

Southern Cameroons European Women e.V. hereby agrees to work in accordance with the Policy on children and vulnerable adults Protection from abuse and exploitation.

Duisburg 17th March 2021

Thecla Mbunwe
Chairlady

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Comfort Ambe
Vice Chairlady

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