******

***SADO - Safeguarding Policy:***

***Protection from Sexual Harassment, Exploitation and Abuse, and Child Abuse***

1. Policy Statement

SADO places human dignity at the centre of its relief and development work. At the heart of SADO’s efforts to

impact poverty and social justice is its engagement with marginalized communities. In SADO, we also recognize

the particular responsibility we have to similarly promote human dignity and social justice within our own

organization and maintain a safe and respectful workplace. We recognize the importance of organizational culture

and accountability in creating a safe and supportive organization for our staff, our partners and the communities

with whom we work.

At SADO, we believe all people have a right to live their lives free from sexual harassment, exploitation and

abuse, and that no child should be subjected to abuse of any form. We believe that sexual harassment, exploitation

and abuse, and child abuse, are more likely to be exerted over particular groups of people due to inequalities and

vulnerabilities, particularly those experienced by women, vulnerable adults and children. We recognize that there

is unequal power between SADO Employees and Related Personnel and the people we partner and work with

throughout our programs, and also between people within our organization. We expect that our power will not

be used to advantage ourselves or cause harm to others.

SADO recognizes we have a responsibility to protect people we work with, and who work for us, and we will

continuously strive to prevent sexual harassment, exploitation and abuse and child abuse from happening. We

take seriously all reports of sexual harassment, exploitation and abuse, and child abuse. Our actions are informed

by a survivor-centred approach which means that the needs and wishes of survivors guide our response, that

survivors are treated with dignity and respect, and the rights of survivors to privacy and support are prioritised.

SADO has a zero-tolerance approach toward sexual harassment, exploitation and abuse, and child abuse. We will

SADO fully examine allegations and investigate, and take appropriate disciplinary action where this is needed,

taking into consideration the rights and interests of the survivor, consistent with SADO’s survivor-centred

approach. We make very clear that sexual harassment, exploitation and abuse, and child abuse in any form,

perpetrated by our staff, partners or other related personnel, towards anyone, will not be tolerated.

2. Scope of Application

This policy applies to all SADO Employees and Related-Personnel:

• SADO Employees include all employees of any SADO - entity, SADO Members1;

• Related Personnel includes board members, volunteers, interns, visitors and - and local

consultants, in addition to individual and corporate contractors of these entities and related personnel. This

includes non-SADO entities and their employees and individuals who have entered into partnership, sub-

grant or sub-recipient agreements with SADO, as well as community volunteers and incentive workers. 2

The policy applies both during, and outside, normal work hours. Actions taken by SADO Employees and Related

Personnel outside of working hours that are seen to contradict this policy will be seen as a violation of this policy.

Further definitions related to this policy are included in Annex 2.

1 Employees of SADO Candidates fall within the responsibilities of SADO Members

2 Different considerations will arise regarding the enforcement of some of this policy and the principles for volunteers and incentive

workers hired from communities with whom we work. While sexual exploitation and abuse and the misuse of humanitarian assistance

will always be prohibited, as expressly set forth in this policy, discretion may need to be used in the application of the Safeguarding

Code of Conduct regarding sexual relationships for this category of worker.

3.1 SADO will make every effort to promote, create and maintain a safe organizational culture for all

people who work for and with SADO, including our partners and the communities where SADO works.

At all times, it is expected that SADO’s leaders will promote SADO’s safeguarding values by highlighting

the organization’s commitment to equality, diversity and respect for others. SADO will create an

Environment where it is safe to address sexual harassment, exploitation and abuse, and child abuse.

3.2 SADO will develop organization-specific safeguarding strategies, with appropriate levels of dedicated

capacity and allocated resources at all levels of the organization, to prevent and respond to sexual

harassment, exploitation and abuse, and child abuse.

3.3 SADO will ensure high-level oversight and accountability around its safeguarding efforts. We will do

this through monitoring and reviewing our safeguarding performance and seeking feedback from SADO

Employees and Related Personnel, partners, program participants and communities where SADO works,

on the effectiveness of our safeguarding measures. We are committed to continuous learning and

Improvement to prevent and respond to sexual harassment, exploitation and abuse, and child abuse. We

Will be accountable and transparent in communicating our efforts and progress to various internal and

external audiences, including SADO governance and leadership structures, staff, donors, partners, the

wider sector and communities. All information shared will be informed by a survivor-centred approach

and risk assessment.

People Management

3.4 SADO will seek to employ staff who are aligned with our vision, mission and values, and, in

compliance with applicable laws, prevent known perpetrators of sexual harassment, exploitation

and abuse and child abuse from being (re)hired or (re)deployed. We will incorporate appropriate job

responsibilities in leadership, managers and other staff positions. Managers and Human Resource teams

will ensure robust recruitment screening processes for all personnel, particularly for personnel who will

have any direct or indirect contact with children and/or vulnerable adults. We may include in performance

management/ feedback processes of senior managers, the adherence to create and maintain an environment

which promotes this policy and Safeguarding Code of Conduct and to prevent sexual harassment,

exploitation and abuse, and child abuse.

3.5 SADO will ensure all personnel are aware of our Safeguarding Policy, our expected behaviors and

Conduct, and how to report wrongdoing by incorporating SADO’s expectations on the prevention of

sexual harassment, exploitation and abuse, and child abuse in relevant codes of conduct, new employee

orientations, awareness raising training and refresher courses, and through regular internal

communications.

Partners

3.6 SADO will promote and require safeguarding with partners. SADO will ensure adequate safeguarding

assessments as part of due diligence processes when considering new and existing partnerships. We will

choose our partners based on their commitment to social justice and equality, their organizational values,

and how they safeguard their staff and program participants, as well as on their suitability to deliver the

work we require of them. We will ensure that when engaging in partnerships, sub-grant or sub-recipient

agreements, these agreements: a) incorporate this Policy as an attachment or otherwise implement

reasonable due diligence and monitoring procedures of its sub-awards consistent with this Policy; b)

include the appropriate language requiring such contracting entities and individuals, and their employees

and volunteers to abide with a Code of Conduct that is pursuant to the standards of this Policy; and c)

3 The commitments are based on and further extend the commitments defined within the Statement of Commitment Relating to Sexual

Exploitation and Abuse by UN and non-UN Personnel, August 2008, which SADO endorsed.

SADO - Safeguarding Policy 3

expressly state that the failure of those entities or individuals, as appropriate, to take preventive measures

against sexual harassment, exploitation and abuse, and child abuse, to investigate and report allegations in

a timely manner, or to take corrective actions when sexual harassment, exploitation or abuse, or child abuse

has occurred, shall constitute grounds for SADO to terminate such agreements. We will work

collaboratively to build capacity in our respective organizations to achieve our safeguarding commitments.

We will respect our partners, sub-grantees and sub-recipients and where possible and necessary, support

them in having the skills and capacity to fulfil their responsibilities consistent with this policy. For vendors,

consultants, independent contractors and the like, SADO may incorporate this Policy as an attachment to

any written agreement or otherwise develop a summary of the requirements contained in this Policy and

the provisions noted in this section.

3.7 SADO will collaborate on safeguarding within the sector, including with communities, other

organizations, donors, governments, global civil society networks and local partners, to advance our

practices and contribute to wider efforts to prevent and respond to sexual harassment, exploitation and

abuse, and child abuse.

Embedding Safeguarding in our Work

3.8 SADO will undertake safeguarding risk assessments to identify areas of safeguarding and sexual

harassment, exploitation, and abuse, and child abuse risks, and document steps that are being taken to

remove or reduce these risks.

3.9 SADO will incorporate safeguarding measures into programs and throughout the project cycle. We

will do this through our collaborative program design approach, including with our partners and program

participants, at all stages to produce better design, monitoring and evaluation of safeguarding in our

programs. We aim to identify and mitigate, or minimize, risks arising from our programs.

3.10 SADO will ensure that multiple mechanisms for reporting sexual harassment, exploitation and

abuse, and child abuse are accessible and sensitive to the differing needs of anyone wishing to report,

including vulnerable adults and children most at risk of sexual harassment, exploitation and abuse, and

child abuse, the communities we work with, our partners, and SADO Employees and Related Personnel.

We will involve program participants in the design, monitoring and evaluation of community-based

reporting mechanisms. We will include documented reporting procedures in relevant local languages. We

will raise community awareness on the expected behaviours of our Employees and Related Personnel and

on how to make a report. SADO will ensure that anyone responsible for receiving reports understands how

to carry out their duties and handle them in a safe and confidential manner. We will be transparent with

survivors around any obligations or actions that may need to be taken as a result of their report, including

referral to third parties. All actions will be informed by an assessment of risk to all those involved.

Response and follow up to Reports

3.11 SADO will provide support and assistance to complainants and to anyone who has experienced

sexual harassment, exploitation and abuse, or child abuse by SADO Employees and Related

Personnel. This may include medical treatment, legal assistance and psycho-social support. Our support

and assistance will be informed by a survivor-centred approach, feasibility, and an assessment of risk to

all those involved.

3.12 SADO will take appropriate actions to the best of SADO’s abilities to protect persons from

retaliation where allegations of sexual harassment, exploitation and abuse, or child abuse involving SADO

Employees or Related are reported in good faith.

3.13 SADO will ensure that all allegations of sexual harassment, exploitation and abuse, and child abuse

by SADO Employees and Related Personnel are thoroughly examined, risk-assessed, and where

needed, investigated and/or referred to another agency for investigation or reported to law

Enforcement. SADO’s investigations will be conducted in a timely, safe and professional manner by those

with appropriate training and experience in sensitive investigations and informed by gender-sensitive and

SADO - Safeguarding Policy 4

Survivor-centered approaches. Investigations will include an assessment of risk to all those involved. We

will collaborate with our partners to have the capacity to similarly investigate allegations of sexual

Harassment, exploitation and abuse, and child abuse by their staff.

3.14 SADO will take swift and appropriate action with any Employee or Related Personnel who breach

this policy by perpetrating sexual harassment, exploitation and abuse, and child abuse. This may

include administrative or disciplinary action, legal action, and/or referral to the relevant authorities for

appropriate action, including criminal prosecution, in the abuser’s country of origin as well as the host

country. All actions will be informed by a survivor-centered approach and an assessment of feasibility and

risk to all those involved.

4. SADO’s Safeguarding Code of Conduct4

SADO’s capacity to achieve its vision and mission depends upon the individual and collaborative efforts of all

SADO Employees and Related Personnel. To this end, all SADO Employees and Related Personnel must uphold

and promote the highest standards of ethical and professional conduct and abide by SADO’s policies. This policy

defines the safeguarding conduct to be followed by all SADO Employees and Related Personnel to protect

anyone, from sexual harassment, exploitation and abuse, and child abuse by SADO Employees and Related

Personnel.

This Safeguarding Code of Conduct is intended to provide an illustrative guide for SADO Employees and Related

Personnel to make decisions that exemplify SADO’s broader Code of Conduct and core values in their

professional and personal lives. Any violation of this Safeguarding Code of Conduct is a serious concern and

may result in disciplinary action, up to and including dismissal, in accordance with disciplinary procedures of

Each SADO - Member or Affiliate and applicable laws. All SADO Employees and Related Personnel

Must read and sign this Safeguarding Code of Conduct.5

5. Responsibilities

5.1 All SADO Employees and Related Personnel

All SADO Employees and Related Personnel share an obligation to prevent, report and respond to sexual

Harassment, exploitation and abuse and child abuse. It is the responsibility of all SADO Employees and

Related Personnel to uphold SADO’s Safeguarding Policy and Safeguarding Code of Conduct. All SADO

Employees and Related Personnel must read this policy and either sign the Safeguarding Code of Conduct

Or sign a Code of Conduct that is consistent with or references this policy and Safeguarding Code of

Conduct.

5.2 Managers, Supervisors and Human Resource Managers

Managers, Supervisors and Human Resource Managers must ensure that all SADO Employees and Related

Personnel understand and comply with SADO’s Safeguarding Policy and either sign the Safeguarding

Code of Conduct or sign a Code of Conduct that is consistent with or references this policy and

Safeguarding Code of Conduct. Human Resource Managers are also responsible for robust safe recruitment

and induction, whilst Managers and Supervisors are responsible for ensuring staff have a thorough

awareness and sensitization to this policy and the issues it raises. Managers must ensure that all staff with

specialised duties towards this policy have the appropriate experience, training and support available to

them, including staff responsible for receiving and handling sensitive reports and staff responsible for

investigations. Managers will ensure performance management of staff, supports an accountable and safe

organizational culture to prevent sexual harassment, exploitation and abuse, and child abuse.

5.3 Country Directors/Representatives/SADO senior leadership in any country/region

4 Based on the six Core Principles from the UN Secretary-General’s Bulletin on Special Measures for Protection from Sexual

5 Employees and individuals that have entered into partnership, sub-grant or sub-recipient agreements with SADO may instead sign their

employer’s code of conduct and standards if they are generally consistent with these standards.

SADO - Safeguarding Policy 5

Country Directors or representatives must provide clear guidance and demonstrate how the organization,

across its operations, will make every effort to protect all people from sexual harassment, exploitation and

abuse, and child abuse in the delivery of SADO projects and programs in-country. Country Directors must

ensure that culturally appropriate, safe and accessible, community-based reporting mechanisms are

developed, implemented, and monitored and reviewed for effectiveness. This includes awareness-raising

With program participants and SADO Employees and Related Personnel about protection from sexual

Harassment, exploitation and abuse, and child abuse, and how to use the reporting mechanisms. Country

Directors lead SADO’s work with local partners to ensure appropriate support, assessment, and monitoring

of partner commitments in relation to this Policy. Country Directors will also make every effort to ensure

that complaints handling, and investigation procedures are enacted, along with appropriate employee

disciplinary procedures as necessary. Country Directors are responsible for ensuring that good quality and

appropriate survivor support services are researched and made available in their location.

5.4 SADO - Members6 and Affiliates

The Directors of SADO Members and Affiliates are responsible for implementation of this policy.

SADO Members and Affiliates will ensure this policy is reflected in their own codes of conduct. SADO

Members and Affiliates are responsible for defining and appropriately resourcing work plans and

Procedures to uphold and operationalize this policy as well as monitoring and reporting on performance

against this policy utilizing standard key performance indicators and methodology. SADO Members and

Affiliates must have in place reporting and investigation procedures, and employee disciplinary procedures

For their staff which complement and support Country Office procedures.

SADO Lead Members will provide the necessary support to Country Offices to ensure Country Offices

Have in place the necessary staff skills, budget guidance for putting this policy in place, reporting

Mechanisms, investigations procedures, survivor assistance support, and guidelines for reporting on

Performance against this policy.

5.5 SADO - Secretariat

The SADO - Secretariat will coordinate oversight of this policy in collaboration with SADO

Member and Affiliate focal points, and review and update the policy according to the timeframe specified

in the policy. The SADO - Secretariat will monitor and report against this policy utilizing

Standardized data for global accountability.

5.6 SADO Boards

The Boards of SADO Members and Affiliates, and the SADO - Supervisory Board, are

Accountable for this Safeguarding Policy and require from leadership regular reports on policy

Implementation and risks to inform their guidance for the organization.

6. Associated Policies

This policy is complementary to the set of standards of behavior that all SADO employees are required to adhere

To in the:

• SADO - Code of Conduct and Code of Ethics

• SADO - Gender Equality Policy

• SADO - Stories and Images Consent Policy

• Any further codes or related policies defined by the SADO - Secretariat, SADO Members,

SADO Affiliates and SADO - Country Offices.

This Policy is also a response to SADO’s accountability to the communities it works with and is

therefore to be operational zed as part of the broader SADO - Accountability Framework.

6 SADO Candidates remain under the overall responsibility of SADO Members with regard to this policy.

SADO - Safeguarding Policy 6

ANNEX 1 - SADO’s Safeguarding Code of Conduct7

SADO’s capacity to achieve its vision and mission depends upon the individual and collaborative efforts of all

SADO Employees and Related Personnel. To this end, all SADO Employees and Related Personnel must uphold

and promote the highest standards of ethical and professional conduct and abide by SADO’s policies. The SADO

- Safeguarding Policy, and this Safeguarding Code of Conduct, define the safeguarding conduct to

Be followed by all SADO Employees and Related Personnel to protect anyone, from sexual harassment,

Exploitation and abuse, and child abuse, by SADO Employees and Related Personnel.

This Safeguarding Code of Conduct is intended to provide an illustrative guide for SADO Employees and Related

Personnel to make decisions that exemplify SADO’s broader Code of Conduct and core values in their

Professional and personal lives. Any violation of this Safeguarding Code of Conduct is a serious concern and

May result in disciplinary action, up to and including dismissal, in accordance with disciplinary procedures of

each SADO - Member or Affiliate and applicable laws. All SADO Employees and Related Personnel

Must read and sign this Safeguarding Code of Conduct.8

As a SADO Employee or Related Personnel, I will –

1. Create and maintain a safe and equitable organizational culture that prevents and opposes sexual

Harassment, exploitation and abuse, and child abuse.9

2. Treat everyone with dignity and respect and challenge attitudes and behaviors that contravene the SADO

- Safeguarding Policy and Safeguarding Code of Conduct.

3. Immediately report any concerns I have regarding possible violations of the SADO -

Safeguarding Policy or Safeguarding Code of Conduct, whether by a SADO Employee or by Related

Personnel. I understand that failure to report any concerns may lead to disciplinary action. I will ensure I

am aware of the options available to me to report and that when I report a concern or allegation, I will do

So confidentially.10

4. Share sensitive information I may be aware of that relates to concerns of sexual harassment, exploitation

And abuse or child abuse, whether involving staff, program participants or others in the communities where

SADO works, through the reporting options available to me. I understand that for respect, dignity and

Safety of everyone involved, it is essential that I maintain confidentiality about any concerns or information

I am aware of and only share information with staff of the appropriate function that need to know such

Information. I am aware that breach of this policy may put others at risk and will therefore result in

Disciplinary procedures.

5. Disclose to SADO any civil judgment or criminal conviction that relates to allegations made against me of

Sexual harassment, exploitation or abuse of anyone.

6. Always make sure I have another adult present when working with children.

7. Always ensure that for work-related purposes when I photograph or film a child, I:

• comply with local traditions or restrictions for reproducing personal images,

• obtain informed consent from the parent or guardian of the child, before photographing or filming a

Child, explaining how the photograph or film will be used,

• ensure photographs, films, videos and DVDs present children in a dignified and respectful manner and

Not in a vulnerable or submissive manner,

• ensure children are adequately clothed and not in poses that could be seen as sexually suggestive,

7 Based on the six Core Principles from the UN Secretary-General’s Bulletin on Special Measures for Protection from Sexual

Exploitation and Abuse.

8 Employees and individuals that have entered into partnership, sub-grant or sub-recipient agreements with SADO may instead sign their

Employer’s code of conduct and standards if they are generally consistent with these standards.

9 UN Secretary General (n 3)

10 ibid

SADO - Safeguarding Policy 7

• ensure images are honest representations of the context and the facts, and

• ensure file labels do not reveal identifying information about a child, for example, name and exact

Location.

8. Protect, manage and utilize SADO human, financial and material resources appropriately and will never

Use SADO resources, including the use of computers, cameras, mobile phones or social media, to exploit,

Groom or harass participants of SADO programs, children or others in the communities in which SADO

Works. I am aware that this means that it is prohibited for staff to access, display or transmit offensive

And/or pornographic material on any SADO-provided or subsidized electronic device (e.g. computer,

Tablet, phone) at any time, or on any personal electronic device on a SADO network in the workplace.

As a SADO Employee or Related Personnel, I will not -

1. Sexually harass, exploit or abuse anyone and understand that these behaviors constitute acts of gross

Misconduct and are therefore grounds for disciplinary action, up to and including dismissal.11

2. Engage in any form of sexual activity or develop physical/sexual relationships with children (persons under

The age of 18) regardless of the age of consent locally. I understand that ignorance or mistaken belief in

The age of a child is not a defence.12

3. Exchange money, employment, goods, or services for sex, including sexual favors or other forms of

Humiliating, degrading or exploitative behavior. I understand this means I must not buy sex from anyone

at any time, or exchange assistance that is due to programmed participants / beneficiaries for sex.13 14

4. engage in any sexual activity or sexual relationship with program participants/ beneficiaries. I am aware

Those relationships are prohibited. I understand that such relationships are based on an improper use of

my position and inherently unequal power dynamics and may undermine the credibility and integrity of

SADO’s work. I understand I must declare any previously existing relationships with programmed

Participants/ beneficiaries to my line manager or HR manager. I will seek guidance on this prohibition

From appropriate management.15 16

5. Request any service or sexual favor from participants of SADO programs, children or others in the

Communities in which SADO works, and will not engage in sexually harassing, exploitative or abusive

Relationships.

6. Support or take part in any form of sexually exploitative or abusive activities, including, for example, child

Pornography, trafficking of human beings or child marriage.

7. hire children for domestic or other labor, which is inappropriate given their age or developmental stage,

Which interferes with their time available for education and recreational activities or which places them at?

Significant risk of injury or exploitation.

8. Use language or behavior towards children that is inappropriate, harassing, abusive, sexually provocative,

Demeaning or culturally inappropriate.

SADO - Safeguarding Policy 8

ANNEX 2

Definitions

A Child

A child is any individual under the age of 18, irrespective of local country definitions of when a child reaches

adulthood.17

Adults experiencing vulnerability

Anyone 18 years or over who -

• is unable to take SADO of themselves/ protect themselves from harm or exploitation; or

• Due to their gender, mental or physical health, disability, ethnicity, religious identity, sexual orientation,

Economic or social status, or as a result of disasters and conflicts, are deemed to be at risk.

• is in a situation of subordination and therefore experiencing a power differential putting them at risk

Sexual Harassment18

Sexual harassment is any unwelcome sexual advance, request for sexual favor, verbal or physical conduct or

Gesture of a sexual nature or any other behavior of a sexual nature that might reasonably be expected or be

Perceived to cause offence or humiliation to another, when such conduct interferes with work, is made a condition

of employment or creates an intimidating, hostile or offensive work environment. While typically involving a

Pattern of behavior, it can take the form of a single incident.

Sexual Exploitation19

Sexual exploitation means any actual or attempted abuse of a position of vulnerability, differential power, or

Trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the

Sexual exploitation of another.

Sexual Abuse

Sexual abuse means the actual or threatened physical intrusion of a sexual nature, whether by force or under

Unequal or coercive conditions.

Child Exploitation and Abuse (involves one or more of the following)

a. Physical abuse

Physical abuse occurs when a person purposefully injures or threatens to injure a child. This may for instance,

Take the form of slapping, hitting, punching, shaking, kicking, beating, burning, shoving or grabbing. Physical

Abuse can be a single or repeated act. It doesn’t always leave visible marks or injuries.

b. Emotional abuse

Emotional abuse is inappropriate verbal or symbolic acts toward a child or a pattern of failure over time to

Provide a child with adequate non-physical nurture and emotional availability. Such acts have a high

Probability of damaging a child’s self-esteem or social competence.

c. Neglect

Neglect is the failure to provide a child (where they are in a position to do so) with the conditions that are

Culturally accepted as being essential for their physical and emotional development and well-being.

d. Sexual Misconduct with a Child

Sexual Misconduct with a Child is any form of sexual activity with a child. It is evidenced by an activity

Between a child and an adult or another child who by age or development is in a relationship of responsibility,

trust or power, the activity being intended to gratify or satisfy the needs of the other person. It may include,

17 Definition of child from the Inter-Agency Standing Committee (IASC) Guidelines to implement Minimum Operating Standards for

Protection from Sexual Exploitation and Abuse by UN and non-UN Personnel, March 2013.

18 Definition of “sexual harassment” from the United Nations Secretary-General’s bulletin: Prohibition of discrimination, harassment,

Including sexual harassment and abuse of authority (ST/SGB/2008/5).

19 Definitions of “sexual exploitation” and “sexual abuse” from the United Nations Secretary General’s Bulletin: Special measures for

Protection from sexual exploitation and sexual abuse (ST/SGB/2003/13).

SADO - Safeguarding Policy 9

But are not limited to, contact or non-contact activities, the inducement or coercion of a child to engage in any

Sexual activity, the use of a child in prostitution or other sexual practices, or exposing a child to online sexual

Exploitation material, the use of children in pornographic performances and materials, or taking sexual

Exploitative images of children.

Grooming

Grooming generally refers to behavior that makes it easier for an offender to procure a child or vulnerable adult

For sexual activity. It often involves the act of building the trust of children and/or their SADO or a vulnerable

Adult, to gain access to them in order to sexually abuse them. For example, grooming includes the provision of,

or attention paid to a specific child or adult, providing gifts, money, drugs or alcohol to them, encouraging

Romantic feelings or exposing them to sexual concepts through conversation or exposure to pornography.

Online grooming is the act of sending an electronic message, series of messages or engaging over an online

Platform with content that may be of an indecent nature, with the intention of procuring the recipient to engage

in or submit to sexual activity with another person, including but not necessarily the sender.

Both children and vulnerable adults can be victims of grooming and online grooming, with children being

Particularly targeted by online groomers.

Safeguarding

The measures we take to prevent, report and respond to harm or abuse and to protect the health, well-being and

Human rights of anyone that comes into contact with SADO, whether it is SADO Employees and Related

Personnel, partners, program participants and communities.

Community Volunteer

Persons from the local community where SADO is working and who undertake tasks for SADO on a voluntary

Nature.

Incentive Worker

A person who is provided an incentive to do tasks for SADO that has a temporary and voluntary character.

Incentive workers may, for example, be people with refugee status, internally displaced peoples, returnees, or

Members of the host community, who are working for SADO by doing tasks in return for incentives,.

Visitors

Refers to a range of persons who are visiting SADO offices or programs, including donor representatives,

Journalists, media, researchers, celebrities, family members

Last update

On 2024