

SAFEGUARDING POLICY OF PSM CHARITY

PSM CHARITY upholds a zero-tolerance policy for all forms of sexual misconduct, including Sexual Exploitation, Sexual Abuse, and Sexual Harassment (SEAH), across all its operations and activities.

PSM CHARITY - FOUNDATION

PSMCHARITY

| NAALYA-KIREKA; P.O.BOX 16863 WANDEGEYA

I. Scope

- This policy sets forth PSM CHARITY's unwavering commitment to prevent and respond to SEAH, ensuring protection for all individuals, particularly the vulnerable, within the sphere of our activities.

II. Definitions

- **Board:** The governing body of PSM CHARITY responsible for oversight and strategic direction.
- **Board-Appointed Official:** An individual appointed by the Board, including the Chief Executive Officer (CEO), the Head of the Independent Evaluation Unit (IEU), the Head of the Independent Integrity Unit (IIU), and the Head of the Independent Redress Mechanism (IRM).
- **Counterparty:** Any entity or individual that engages with PSM CHARITY in Ministry-related activities, whether through partnerships, contracts, or other forms of collaboration.
- **Covered Individuals:** All individuals under the governance of PSM CHARITY, including co-chairs of the Board, Board members, advisors, Board-appointed officials, and all levels of staff and personnel.
- **Delivery Partner:** An organization designated to implement activities approved by PSM CHARITY.
- **External Member:** A non-staff expert serving on a panel or group established by the Board.
- **False or Malicious Report:** A report made about SEAH that is intentionally inaccurate, misleading, made with recklessness, or with the intent to cause harm.
- **Ministry-Related Activity:** Any activity financed, administered, or influenced by PSM CHARITY, or one that materially affects its operations.
- **PSM CHARITY Personnel:** Individuals employed by PSM CHARITY, including staff and contracted individuals, but excluding Board-appointed officials and external members.
- **SEAH:** An acronym for Sexual Exploitation, Sexual Abuse, and Sexual Harassment.
- **SEAH Check:** A due diligence process used during recruitment to verify an applicant's history concerning SEAH.
- **SEAH Declaration:** A written statement by an individual disclosing any past incidents of Sexual Exploitation, Sexual Abuse, or Sexual Harassment that have resulted in criminal convictions or disciplinary action.
- **Sexual Abuse:** An act or threat of a sexual nature against another person's will or when consent cannot be given.

- **Sexual Exploitation:** Taking advantage of someone through a position of power, trust, or vulnerability for sexual purposes.
- **Sexual Harassment:** Unwanted sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature that creates an intimidating, hostile, or offensive environment.
- **Staff:** Individuals officially employed by PSM CHARITY under a formal contract.
- **Reference Checks:** The process of verifying the accuracy of information provided by job applicants, particularly concerning their SEAH history.
- **Victim:** An individual who has experienced Sexual Exploitation, Sexual Abuse, or Sexual Harassment.

III. Guiding Principles

- PSM CHARITY affirms its commitment to the principles of respect, integrity, and accountability, ensuring that no SEAH goes unchallenged or unaddressed within the organization and its related activities.

IV. Obligations of Covered Individuals and Counterparties

- Covered Individuals and Counterparts are mandated to uphold and act in accordance with the values and responsibilities set out in this policy, fostering an environment free from SEAH.

V. Prevention and Due Diligence

- PSM CHARITY will integrate SEAH checks into recruitment and partner due diligence processes, ensuring that individuals and entities align with our zero-tolerance stance on SEAH.

VI. Reporting and Investigations

- Reporting mechanisms are established to ensure that any concerns or incidents of SEAH can be reported confidentially, and will be investigated promptly and thoroughly.

VII. Protection and Remedies

- Victims and whistleblowers are afforded comprehensive protection from retaliation and access to support services, emphasizing the organization's commitment to their well-being and justice.

VIII. Policy Implementation, Monitoring, Reporting, and Review

- The Secretariat is responsible for the policy's implementation, monitoring its effectiveness, and reporting to the Board, ensuring that the policy's objectives are being met.

IX. Effective Date

- This policy is effective immediately upon approval by the Board and will be reviewed at regular intervals.

Policy Details

1. Commitment to International Standards

PSM CHARITY aligns this policy with international human rights frameworks, ensuring that our approach to safeguarding reflects global best practices and respects the diversity of all individuals.

2. Training and Capacity Building

All staff, volunteers, and partners will receive mandatory training on SEAH awareness, prevention, and response. Ongoing education will be provided to ensure that all personnel are equipped to uphold this policy.

3. Support Services

Comprehensive support services, including legal, medical, and psychosocial support, will be made available to individuals affected by SEAH.

4. Accountability and Enforcement

Clear accountability mechanisms, including sanctions for policy violations, are established to maintain the integrity of PSM CHARITY's operations.

5. External Collaboration

Where appropriate, PSM CHARITY will collaborate with local authorities and international organizations to address and respond to SEAH.

6. Confidential Reporting

Confidential reporting channels are available for individuals to report SEAH without fear of compromise to their identity or well-being.

7. Cultural Sensitivity

PSM CHARITY's application of this policy is sensitive to the cultural contexts of our global operations, respecting local laws and customs while upholding our commitment to preventing SEAH.

8. Retaliation Protection

Individuals who report concerns in good faith are protected from any form of retaliation, in line with international whistleblower protection standards.

9. Communication

This policy will be communicated effectively to all stakeholders in the relevant languages to ensure widespread understanding and compliance.

10. Regular Policy Review

This policy will be reviewed at least every three years or as needed to adapt to new insights or changes in international standards.

11. Approval and Implementation

This policy is hereby approved by the Board of Directors and is immediately effective. All personnel and partners are required to comply with the principles and obligations herein.

Approval and Signature

This manual was approved by the Board of Directors on 22/Oct/2022

NAME: GABOINE ANTHONY

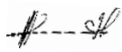
DESIGNATION: BOARD CHAIRPERSON

Signed: 

Date: 22/Oct/2022

NAME KINENE JOHN MUTYABA

DESIGNATION: CHIEF EXECUTIVE OFFICER

Signed: 

Date: 25/Oct/2022.