

CUTS INTERNATIONAL, GENEVA

# Safeguarding Policy

---

All CUTS International Employees must respect all people's rights and contribute to a work environment displaying respect, integrity, dignity and non-discrimination. In doing so, employees shall adhere to the following tenets:

1. Employees must not abuse their position of power/unequal power relationships in any way, ensuring that relationships and behaviour are not exploitative, abusive or corrupt in any way.
2. Employees will not engage in any form of sexual abuse or exploitation of any person of any age.
3. Employees will not have sexual relations with any person under 18 years old or with any beneficiary of CUTS International work, including workshop participants.
4. All new potential employees with direct supervision or liaison responsibilities for persons under 18 years of age will undergo a local police background check and will not be offered employment if they have been convicted of child and/or sexual abuse.
5. CUTS International and its employees will not engage in any practice inconsistent with the rights set forth in the Convention on the Rights of the Child.

The CUTS International Safeguarding Policy extends to relations with third parties particularly those in its supply chains. To this extent and in addition to this policy, the procedures and sanctions provided with regard to supply chains - under the Policy on Fraud, Prevention, Detection and Effective Action shall apply.

## Procedures

Implementation of this policy shall be through *inter alia* whistleblowing and anonymous reports of violations or suspected violations of the policy shall be sent to the following address:

Executive Director – CUTS International, Geneva  
Rue de Vermont 37-39  
CH-1202 Geneva  
Switzerland.

Violation of this policy once proven, will result in disciplinary action up to and including dismissal and may be presented to local legal authorities for further evaluation.

## Related Policy

**Policy on Fraud, Prevention, Detection and Effective Action shall apply**