

## **Safeguarding & Protection Policy**

### **Resilient North Uganda (RNU)**

#### **1. Policy Statement**

RNU is committed to safeguarding children, women, vulnerable adults, and communities from abuse, exploitation, harassment, and harm.

#### **2. Scope**

This policy applies to:

- Board members
- Staff
- Volunteers
- Partners and consultants

#### **3. Zero Tolerance**

RNU enforces **zero tolerance** for:

- Sexual exploitation and abuse (SEA)
- Harassment and discrimination
- Child abuse and neglect

#### **4. Reporting & Complaints**

- Confidential reporting mechanisms available
- No retaliation against whistleblowers
- Reports investigated promptly and fairly

#### **5. Training & Awareness**

- Safeguarding orientation for all personnel
- Periodic refresher training

#### **6. Enforcement**

Violations result in disciplinary action including termination and referral to authorities where applicable.