

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.