



DIRECT ACTION FOR RIGHTS EQUITY AND DEVELOPMENT

**“DEVELOPING HOLISTIC APPROACHES FOR COMMUNITY
DEVELOPMENT, ONE COMMUNITY AT A TIME”**

REG No: 0012/19/RAG/NWR/RDAC/SAPCECI

Website: www.idared.org/

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A globally aligned Child Protection Policy for Direct Action for Rights Equity and Development, DARED that aligns with internationally recognized safeguarding frameworks, including:

The UN Convention on the Rights of the Child (UNCRC)

UNICEF Child Safeguarding Standards

Keeping Children Safe International Standards

Inter-Agency Standing Committee (IASC) Protection Principles

Core Humanitarian Standard (CHS)

OECD Due Diligence Guidance for Responsible Business Conduct

National child protection laws in CAMEROON where DARED operates

Child Protection and Safeguarding Policy

Effective Date: March 2026

Approved by: Board of Directors

1. POLICY STATEMENT

DARED is committed to creating and maintaining a safe environment where every child is respected, protected from harm, and able to participate in programmes with dignity and security.

DARED adopts a zero-tolerance approach toward:

- Child abuse
- Child exploitation
- Child neglect
- Child trafficking
- Sexual exploitation and abuse
- Child labour
- Online abuse



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- Harmful traditional practices
- Emotional abuse
- Physical violence
- Bullying
- Grooming

Every employee, volunteer, consultant, intern, board member, contractor, partner, and visitor shares responsibility for protecting children

2. PURPOSE

This policy aims to:

- Protect children participating in DARED programmes.
- Protect children who come into contact with DARED personnel.
- Establish standards of behavior.
- Prevent abuse before it occurs.
- Ensure timely reporting and response.
- Promote accountability.
- Meet international safeguarding standards.

3. SCOPE

This policy applies to:

- Board members
- Employees
- Volunteers
- Consultants
- Interns



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- Contractors
- Drivers
- Security personnel
- Researchers
- Community facilitators
- Partner organizations
- Suppliers working directly with children
- Visitors
- Donors during field visits

The policy applies:

- In offices
- During field work
- During travel
- At training events
- Online meetings
- Social media
- Digital communications
- Community activities
- Emergencies

4. GUIDING PRINCIPLES

DARED shall uphold:

- Best Interests of the Child
- Every decision shall prioritize children's safety and wellbeing.
- Do No Harm



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- All activities shall minimize risks.
- Non-discrimination
- Every child shall receive equal protection regardless of:
- Gender
- Disability
- Religion
- Ethnicity
- Nationality
- Sexual orientation
- Socio-economic status
- Participation
- Children shall be listened to respectfully.
- Accountability
- All safeguarding concerns must be reported.
- Confidentiality
- Information shall only be shared on a need-to-know basis.

5. DEFINITIONS

Child

Any person below 18 years of age.

Child Abuse

Any action or failure to act resulting in actual or potential harm.

Types include:

- Physical abuse
- Emotional abuse



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- Sexual abuse
- Neglect
- Exploitation
- Child Safeguarding
- Actions taken to prevent and respond to abuse.
- Child Exploitation
- Using a child for personal, financial or sexual gain.
- Grooming
- Building trust with a child to facilitate abuse.
- Child Protection Concern
- Any suspicion, allegation, disclosure or observation indicating a child may be at risk.

6. CODE OF CONDUCT

All DARED personnel must:

- Treat children with dignity.
- Respect children's rights.
- Obtain informed consent for activities.
- Maintain professional boundaries.
- Report safeguarding concerns immediately.
- Promote children's participation safely.
- Use appropriate language.
- Respect confidentiality.
- Follow organizational safeguarding procedures.

Personnel shall never:

- Hit or physically punish children.



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- Humiliate children.
- Use abusive language.
- Engage in sexual activity with anyone under 18.
- Exchange gifts for sexual favours.
- Invite children to private residences without authorization.
- Sleep in the same room as unrelated children.
- Be alone with a child where visibility is limited.
- Share inappropriate messages online.
- Take unauthorized photographs.
- Contact children through personal social media.
- Consume alcohol or drugs while supervising children.

7. SAFE RECRUITMENT

DARED shall ensure:

- Criminal background checks where legally available.
- Identity verification.
- Employment history verification.
- Reference checks.
- Child safeguarding interview questions.
- Signed Code of Conduct.
- Safeguarding induction before deployment.
- No individual with substantiated child abuse findings shall be recruited.

8. TRAINING



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Mandatory safeguarding training shall be provided:

- During induction
- Annually
- Before field deployment
- Following policy updates
- Training shall include:
 - Recognizing abuse
 - Reporting procedures
 - Appropriate behaviour
 - Digital safeguarding
 - Psychological first aid
 - Confidentiality

9. Risk Assessment

Every programme involving children shall include safeguarding risk assessments addressing:

- Transport
- Accommodation
- Photography
- Online platforms
- Community events
- Volunteers
- Emergencies
- One-to-one interactions
- Risk mitigation measures shall be documented.



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10. DIGITAL CHILD SAFEGUARDING

DARED personnel shall:

- Use approved communication platforms.
- Obtain parental consent for online participation.
- Protect children's personal information.
- Secure digital records.
- Prohibit private messaging with children.
- Report online abuse immediately.

11. PHOTOGRAPHY AND MEDIA

Photographs, videos or recordings of children require:

- Informed consent from parents or guardians (and assent from the child where appropriate).
- Respectful representation.
- No identifying information without authorization.
- Secure storage.
- Approved organizational use only.
- Images shall never exploit, sensationalize or stereotype children.

12. REPORTING CONCERNS

Every safeguarding concern must be reported immediately.

Concerns include:

- Disclosure by a child.
- Suspicion of abuse.



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- Witnessed abuse.
- Inappropriate behaviour.
- Online exploitation.
- Policy violations.
- Reports should be submitted to:
- Immediate supervisor.
- Designated Safeguarding Officer.
- Executive Director (if appropriate).
- Relevant statutory authorities where required by law.
- Anonymous reporting mechanisms shall be available.

13. Response Procedures

Upon receiving a concern, DARED shall:

- Ensure the child's immediate safety.
- Record facts accurately.
- Preserve evidence.
- Notify the Safeguarding Officer.
- Assess risk.
- Refer to statutory services when appropriate.
- Provide support to the child.
- Conduct an internal investigation where applicable.
- Maintain confidentiality.
- Document actions taken.



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14. CONFIDENTIALITY

Information shall only be shared with individuals directly involved in safeguarding responsibilities.

Records shall be:

- Securely stored.
- Password protected.
- Access controlled.
- Retained according to data protection laws.

15. PROTECTION AGAINST RETALIATION

DARED prohibits retaliation against anyone who reports safeguarding concerns in good faith.

Whistleblowers shall be protected.

16. PARTNERSHIPS

All partners shall:

- Have safeguarding policies or adopt DARED's policy.
- Sign safeguarding agreements.
- Train personnel.
- Report safeguarding incidents.
- Participate in safeguarding audits.

17. MONITORING AND COMPLIANCE

DARED shall:

- Conduct annual safeguarding audits.



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- Review incidents.
- Monitor compliance.
- Improve procedures continuously.
- Report safeguarding performance to the Board.

18. BREACHES OF THE POLICY

Breaches may result in:

- Counselling
- Retraining
- Written warning
- Suspension
- Termination
- Referral to law enforcement
- Reporting to professional licensing bodies where applicable

19. ROLES AND RESPONSIBILITIES

- Board of Directors
- Approve the policy.
- Monitor compliance.
- Allocate safeguarding resources.
- Executive Director
- Ensure implementation.
- Promote safeguarding culture.
- Report serious incidents to the Board.
- Safeguarding Officer



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- Receive reports.
- Coordinate investigations.
- Maintain confidential records.
- Deliver training.
- Managers
- Supervise compliance.
- Conduct risk assessments.
- Address safeguarding risks promptly.
- Staff and Volunteers
- Comply with this policy.
- Report concerns.
- Maintain professional conduct.
- Participate in training.

20. POLICY REVIEW

This policy shall be reviewed every three years, or sooner if:

- Legislation changes.
- Significant safeguarding incidents occur.
- International safeguarding standards are updated.
- Organizational operations expand.

Appendix A: Child Safeguarding Code of Conduct

All DARED personnel shall sign a declaration confirming that they will:

- Protect children from harm.
- Respect children's rights.



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- Follow safeguarding procedures.
- Report concerns immediately.
- Maintain confidentiality.
- Comply with all provisions of this policy.

**TAMFU KILEM BONGWA
DIRECTOR**