



# **New Bright Community Development Center (NBCDC)**

## **SUMMARY OF CHILD AND ADULTS AT RISK SAFEGUARDING POLICY**

**December, 2022**

## **1. Organizational Overview**

New Bright Community Development Center (NBCDC) is a charitable organization established in November 2016, in Addis Ababa Ethiopia, having the objective of implementing a need-based and integrated, social, educational, and livelihood project, so as to address the needs of marginalized women, adolescent, youth and young girls in poor communities.

NBCDC is registered by the F.D.R.E. Authority of Civil Society Organization (ACSO) with registration number 3725 as Ethiopian Resident Charity Organization. NBCDC has been established by young and energetic Ethiopians with more than ten years of professional experience in community development and education.

NBCDC closely works with the local government, development partners, schools, and all relevant stakeholders, so as to ensure the existence of collective effort toward the attainment of project objectives.

Our vision is to see a self-confident, self-reliant, and empowered society in Ethiopia, while our mission is to create educational and economic opportunities for vulnerable youth and families and to bring about positive and sustained social development at the community and household levels. NBCDC's direct and indirect beneficiaries as stated above are poor adult women, young girls in the community and schools as well as vulnerable youth, who are in due contact with the project and accessing different services.

In this regard our organization is in general committed to abiding by national and international conventions of human rights, child rights, and various provisions in the Federal Democratic Republic of Ethiopia constitution, as well as the workplace code of conduct initiated along the child protection policy, starting from the onset of its establishment. This is in the due objective of safeguarding children and staff from any form of harm in the organization. On top of this, it has also made some mentions of prohibitions of abuse and exploitation among staff in the organization's HR policy.

However, it is found that the attempts yet made are not comprehensive and exhaustive, devoid of channels of communication and related. For this reason, it required NBCDC to draft this separate safeguarding policy while acknowledging the insights, as well as support gained from CCRDA, to draft this workable document.

This safeguarding policy establishes minimum standards and guidelines for the safeguarding of students, youth, and young girls beneficiaries/trainees and vulnerable women who come into contact with NBCDC, including staff and volunteers actively involved in the project.

NBCDC partners and stakeholders are also expected to abide by this policy which may require them to be consistently aware partners on the issue and at times build their capacity.

This policy will be applied in accordance with the national law of the country, as well as NBCDC guiding documents and legal frameworks, that includes NBCDC HR Manual, NBCDC Child Protection Policy, UN Child Right Convention, UN Human Right Convention, F.D.R.E Constitution

**Guiding Documents**

New Bright Community Development Center Human Resource Manual

Child protection policy

National Child Policy

FDRE Constitution

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## **1. PURPOSE OF THIS POLICY AND PROCEDURE**

The purpose of this safeguarding policy and procedure is to provide clarity to all staffs, consultants and other partners of New Bright Community Development Center who are engage with children, young people and vulnerable adults when working for, on behalf of, or in partnership with NBCDC. It is also to help us make sure that staffs, volunteers and other representatives are protected.

It is intended to help us to have a common understanding of safeguarding issues, develop good safeguarding practice across the development areas in which NBCDC operate and thereby increase accountability in this crucial aspect of the development works of the organization. This policy and procedure sets out how NBCDC implements safeguarding for children, young people, and Adults at Risk with whom they come into contact in the course of NBCDC work.

New Bright is committed to devising and implementing policies and procedures so that everyone within the organization accepts their responsibilities for safeguarding children, young people and Adults at Risk from exploitation, abuse and neglect. This means following procedures to protect them and reporting any concerns about their welfare to the appropriate authorities.

## **2. POLICY STATEMENT**

New Bright Community Development Center is fully committed to the safeguarding of children and adults at risk who come in to contact with *NBCDC* from abuse and any form of exploitation. As it indicated in its human resource manual, NBCDC is opposed to and has zero tolerance on abuse and exploitation. It seeks to ensure that every child or adults at risk whom NBCDC comes into contact with, either directly or indirectly through the work of New Bright partner organizations or representatives and visitors, will be treated with respect and dignity, and will be protected from harm, neglect or abuse.

NBCDC will build its staff, representatives and visitors existing knowledge, and awareness of the risks and consequences of abuse and sexual exploitation to the highest level possible to enhance their abilities to protect children and adults at risk with whom they work and come into contact with in their daily lives. New Bright Community Development Center will takes all suspicions and allegations of abuse and exploitation seriously and will take appropriate response as per the organization internal disciplinary procedure and organizational policies. Its mandatory that all staff, representatives and visitors of the organization to demonstrate the

highest standards of behavior towards children and adults at risk(vulnerable women, disabled person and other) both in their private and professional lives and to do everything in their capacity to prevent, report and respond appropriately to suspected or alleged cases of any abuse and exploitation.

### **3. SCOPE OF THE POLICY**

This policy applies to all New Bright Community Development Center staffs, volunteers, representatives, consultants, and visitors who are employed by or working in association with NBCDC.

The policy application covers instances of abuse and exploitation that occur both in professional and private life either witnessed or suspected by staff members, volunteers, representatives, visitors, beneficiaries as well as community member

## **SAFEGUARDING REPORTING FLOW CHART**

