



Faith in Action International Safeguarding Policy

Purpose: The purpose of this safeguarding policy is to contribute to a culture of respect and safety across the organizations and activities that are part Faith in Action International and to prevent all forms of abuse within our international organization and member organizations. This policy spells out who is covered by Faith in Action International's Safeguarding Policy, what behavior is prohibited, how potential violations of this policy can be reported and resolved, the consequences of violations, and what safeguarding commitments Faith in Action International Member Organizations make to their members, participants, and staff.

Commitment: Faith in Action International, our member organizations, grassroots leaders, clergy, staff and partners are committed to the inherent dignity of every person. We pledge to treat all people with respect and do everything in our power to prevent discrimination, harassment, abuse or mistreatment of children and adults who participate in our activities, campaigns, and programs.

Application of this safeguarding policy to Faith in Action International member organizations: As independently managed organizations, Faith in Action International Member Organizations agree to follow these guidelines as part of their membership in Faith in Action International or to incorporate these commitments into their own locally-developed safeguarding policies that are adapted to local conditions. Adherence to these safeguarding commitments is a condition of membership in Faith in Action International.

Who is protected by this policy: The policy is meant to safeguard the rights of children and adults who participate in meetings, training events, programs, projects, and activities related to

Faith in Action International and its member organizations or who interact with staff or volunteers from Faith in Action International or its member organizations as they carry out their paid or volunteer work.

Whose behavior is covered by this policy: This policy applies to all staff, volunteers, visitors, and contractors who are responsible for planning, managing, and carrying out activities organized by Faith in Action International or its member organizations.

What behavior is prohibited: This policy prohibits all forms of abuse and mistreatment. This includes the following types of abuse:

- **Sexual abuse and exploitation** - includes actual or threatened contact of a sexual nature, whether by force or coercion. All sexual contact or activity with a minor (under age of 18) is considered sexual abuse.
- **Physical abuse** – includes the intentional use or threat of physical force that could cause harm to another person. This includes hitting, shaking, kicking, pinching, pushing, grabbing, burning, or other physical acts that cause pain. Those covered by this policy and engaged in activities related to Faith in Action International and its member organizations pledge to use positive, non-violent methods to manage child behavior and resolve conflicts, and refrain from corporeal punishment.
- **Sexual exploitation** - includes actual or attempted abuse of positions of power or vulnerability, differential power or trust for sexual purposes, including individual behavior and participation in trafficking or other practices of sexual exploitation.
- **Sexual harassment** – includes unwanted sexual advances, comments, or contact, requests for sexual favors; verbal or physical conduct or gestures of a sexual nature; or any other behavior of a sexual nature that might reasonably be expected/perceived to cause offense or humiliation to another person.
- **Harassment** – includes unwanted, unwelcomed and uninvited behavior that demeans, threatens or offends or results in a hostile environment. Harassment can include

targeting an individual or group for negative attention or abuse based on race, religion, ethnicity, or gender.

- **Discrimination** – safeguarding includes a commitment to not discriminate against people based on race, religion, ethnicity, age, or gender.
- **Exploitation** – includes any forms of child labor; taking advantage of another person through coercion; or otherwise using force or threats to control another person.
- **Bullying** – the persistent and repeated mistreatment of a person or group of people targeted by one or more perpetrators, including threats, intimidation, humiliation, name-calling, persistent and unwelcome teasing, abusing power to undermine, humiliate or denigrate another person, and stalking.

Reporting violations: All people held responsible by this policy, including staff and grassroots leaders, have an affirmative responsibility to report concerns, suspicions, or behavior that could be reasonably viewed as abusive. The obligation to report includes sharing concerns about practices that could undermine safety and put children or vulnerable adults at-risk. People can report abuse through any available channel, including to the Director, staff member, Board President and other board members of the Faith in Action member organization where the abuse may have taken place, Faith in Action International staff, or Faith in Action's H.R. Director. Those who receive reports of potential abuse are required to share those reports with their supervisors or other responsible person in the organizations, so long as the person receiving the report of abuse is not themselves the subject of the complaint. People who file reports of abuse have the right to have their concerns investigated and responded to by someone who is not the subject of the complaint. People have the right to have their complaint treated confidentially, and be protected against any form of explicit or implicit retaliation.

Consequences for violating this policy: After a complaint of abuse is timely and impartially investigated by the organization where they abuse took place, the consequences for finding that abuse or other violation of this policy occurred, can include dismissal of an employee, cancellation of a contract, or ending a relationship between a volunteer and the organization. A

repeated pattern of abuse or failure to investigate and respond to abuse complaints will result in ending an organizations membership in Faith in Action International.

Revisions: This policy can be revised periodically to reflect what we are learning as a community about creating safe and respectful environments within our organizations.

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8/31/2023