



ACEECA

African Centre For Environment,
Energy, and Climate Advocacy

Advocating for a Just, Resilient and Sustainable Kenya

SAFEGUARDING AND CHILD PROTECTION POLICY



SAFEGUARDING AND CHILD PROTECTION POLICY

For the African Centre for Environment, Energy, and Climate
Advocacy (ACEECA)

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POLICY STATEMENT

The *African Centre for Environment, Energy, and Climate Advocacy (ACEECA)* is fully committed to safeguarding and promoting the dignity, rights, safety, and wellbeing of all children, young people, and vulnerable persons who come into contact with the organization through its programmes, staff, representatives, partners, consultants, volunteers, digital platforms, and operations.

ACEECA recognizes that all children and vulnerable persons have equal rights to protection from abuse, exploitation, neglect, violence, discrimination, and harmful practices regardless of age, gender, disability, ethnicity, religion, nationality, socio-economic status, or any other status.

The organization adopts a zero-tolerance approach toward all forms of abuse, exploitation, harassment, neglect, and harmful conduct.

This policy establishes the principles, standards, responsibilities, and procedures that guide ACEECA in preventing harm, responding appropriately to safeguarding concerns, and ensuring accountability across all operations and engagements.

1. PURPOSE OF THE POLICY

The purpose of this policy is to:

- Protect children and vulnerable persons from harm arising from ACEECA's activities, operations, personnel, and partnerships;
- Ensure that safeguarding responsibilities are integrated across all organizational systems and programmes;
- Establish clear reporting and response mechanisms for safeguarding concerns;
- Promote a culture of dignity, accountability, respect, inclusion, and safety;
- Ensure compliance with national laws, international standards, donor requirements, and humanitarian safeguarding principles;
- Strengthen institutional prevention, risk mitigation, and safeguarding governance systems.

2. SCOPE OF THE POLICY

This policy applies to:

- Board members
- Staff members
- Consultants
- Volunteers
- Community facilitators
- Researchers
- Trainers
- Contractors and suppliers
- Media teams
- Partner organizations
- Donors and visitors

- Any person acting on behalf of ACEECA

The policy applies in all context including:

Offices and workspaces; Field operations; Community engagements; Training and workshops; Climate and environmental projects; Schools and youth programmes; Online and digital interactions; Social media engagement; Research activities; Travel and field missions; Emergency response operations.

3. LEGAL AND POLICY FRAMEWORK

This Safeguarding and Child Protection Policy is guided by internationally recognized human rights principles, child protection standards, humanitarian safeguarding frameworks, and national legal obligations. The policy reflects ACEECA's commitment to operating in accordance with global best practices while complying with the laws and regulatory frameworks of Kenya.

The organization recognizes that safeguarding is both a legal obligation and an ethical responsibility central to accountable, people-centered, and rights-based programming.

3.1 INTERNATIONAL FRAMEWORKS

a) United Nations Convention on the Rights of the Child (UNCRC)

The United Nations Convention on the Rights of the Child (1989) establishes the universal rights of all children and obligates institutions to protect children from all forms of abuse, neglect, exploitation, violence, and discrimination.

ACEECA aligns its safeguarding practices with the four core principles of the Convention:

- Non-discrimination;
- The best interests of the child;
- The right to life, survival, and development;
- Respect for the views and participation of children.

The organization commits to ensuring that all programmes involving children prioritize their safety, dignity, development, participation, and wellbeing.

b) Universal Declaration of Human Rights (UDHR)

The Universal Declaration of Human Rights affirms the inherent dignity, equality, and rights of all human beings.

This policy is grounded in the principle that every person — especially children and vulnerable populations — has the right to:

- Live free from violence and exploitation;
- Access protection and justice;
- Be treated with dignity and respect;
- Participate safely in society without fear of abuse or discrimination.

ACEECA integrates these human rights principles into its institutional culture, programming, partnerships, and operational systems.

c) African Charter on the Rights and Welfare of the Child

The African Charter recognizes the unique socio-cultural realities affecting African children and emphasizes the protection of children from:

- Harmful social and cultural practices;
- Child labour;
- Sexual exploitation;
- Armed conflict;
- Neglect and abuse.

ACEECA acknowledges the importance of culturally responsive safeguarding approaches that uphold African child protection values while promoting universal human rights standards.

The organization is committed to advancing safe, inclusive, and empowering spaces for children and youth across communities.

d) Sustainable Development Goals (SDGs)

This policy contributes to the realization of several Sustainable Development Goals, particularly:

- SDG 3: Good Health and Well-being;
- SDG 4: Quality Education;
- SDG 5: Gender Equality;
- SDG 10: Reduced Inequalities;
- SDG 16: Peace, Justice, and Strong Institutions.

ACEECA recognizes that safeguarding is essential to sustainable development and climate justice. Vulnerable populations, particularly children and women, are disproportionately affected by environmental degradation, climate disasters, poverty, displacement, and inequality.

The organization therefore integrates safeguarding into climate action, environmental protection, clean energy initiatives, advocacy, and community resilience programming.

e) UN Secretary-General's Bulletin on Protection from Sexual Exploitation and Abuse (PSEA)

This framework establishes international standards for preventing and responding to sexual exploitation and abuse by humanitarian and development actors.

In alignment with this framework, ACEECA commits to:

- Zero tolerance for sexual exploitation and abuse;
- Survivor-centred responses;
- Accountability and reporting mechanisms;
- Prevention through awareness and training;
- Protection against retaliation for whistleblowers and survivors.

All ACEECA representatives are prohibited from engaging in exploitative relationships, abuse of power, or any conduct that undermines the dignity and safety of beneficiaries and communities.

f) International Labour Organization (ILO) Standards

The organization adheres to International Labour Organization principles promoting:

- Decent work;
- Safe working environments;
- Non-discrimination;
- Protection from workplace harassment and violence;
- Elimination of child labour and forced labour.

ACEECA recognizes that safeguarding extends beyond programme participants to include staff, interns, volunteers, and workers engaged through organizational operations.

The organization is committed to maintaining safe, respectful, and inclusive workplaces free from abuse, intimidation, exploitation, and harassment.

g) Core Humanitarian Standard on Quality and Accountability (CHS)

The Core Humanitarian Standard establishes principles for ethical, accountable, and people-centred humanitarian and development work.

This policy aligns with CHS commitments including:

- Protecting people from harm;
- Ensuring participation and inclusion;
- Establishing effective complaint mechanisms;
- Promoting accountability to affected populations;
- Managing risks responsibly.

ACEECA recognizes safeguarding as a fundamental component of institutional accountability, ethical leadership, and community trust.

3.2 NATIONAL LEGAL AND POLICY FRAMEWORKS (KENYA)

a) Constitution of Kenya, 2010

The Constitution of Kenya guarantees fundamental rights and freedoms for all persons, including children and vulnerable groups.

Key constitutional principles informing this policy include:

- Human dignity;
- Equality and freedom from discrimination;
- Protection of children's rights;
- Freedom from violence and abuse;
- Privacy and protection of personal information;
- Access to justice and protection.

Article 53 specifically provides that every child has the right to protection from abuse, neglect, harmful cultural practices, violence, inhuman treatment, and exploitative labour.

ACEECA upholds these constitutional obligations in all organizational operations and engagements.

b) Children Act, 2022

The Children Act provides the primary legal framework for child protection in Kenya.

The Act emphasizes:

- The best interests of the child;
- Child participation;
- Child protection systems;
- Prevention of abuse and exploitation;
- Institutional responsibilities for child safety.

In compliance with the Act, ACEECA commits to creating child-safe environments and ensuring immediate reporting and response to child protection concerns.

The organization further recognizes its duty to cooperate with child protection authorities and lawful investigations where necessary.

c) Sexual Offences Act, 2006

This Act criminalizes sexual abuse, exploitation, harassment, trafficking, defilement, and other sexual offences.

ACEECA adopts strict measures to prevent sexual exploitation and abuse within:

- Workplaces;
- Community programmes;
- Digital engagement;
- Partnerships;
- Field operations.

Any safeguarding concern involving sexual misconduct shall be treated with urgency, confidentiality, and seriousness.

d) Data Protection Act, 2019

The Data Protection Act regulates the collection, processing, storage, and sharing of personal information.

ACEECA recognizes that safeguarding requires responsible handling of sensitive personal data, particularly information involving:

- Children;
- Survivors of abuse;
- Vulnerable persons;
- Whistleblowers.

The organization commits to:

- Obtaining informed consent where applicable;
- Protecting confidentiality;
- Limiting unauthorized access;

- Securing safeguarding records;
- Preventing misuse of personal information.

e) Employment Act, 2007

The Employment Act establishes labour protections and obligations for employers and employees.

In line with the Act, ACEECA is committed to:

- Providing safe working conditions;
- Preventing workplace harassment and abuse;
- Promoting non-discrimination and dignity;
- Ensuring fair disciplinary procedures;
- Protecting workers from exploitation.

Safeguarding obligations apply across all levels of employment and engagement within the organization.

f) Counter-Trafficking in Persons Act, 2010

This Act prohibits human trafficking, exploitation, forced labour, and related abuses.

ACEECA condemns all forms of trafficking and exploitation and shall:

- Prevent exploitative practices;
- Raise community awareness;
- Report suspected trafficking cases;
- Protect vulnerable persons from coercion and abuse.

The organization recognizes that environmental crises, poverty, and displacement may increase vulnerability to trafficking and exploitation.

g) Persons with Disabilities Act

The Persons with Disabilities Act protects the rights, dignity, and inclusion of persons living with disabilities.

ACEECA recognizes that children and vulnerable persons with disabilities face heightened safeguarding risks including exclusion, neglect, abuse, and discrimination.

The organization commits to:

- Inclusive safeguarding approaches;
- Accessible reporting systems;
- Non-discrimination;
- Reasonable accommodation;
- Equal participation in programmes and services.

h) National Child Protection Guidelines

The National Child Protection Guidelines provide standards and procedures for safeguarding children within institutions and communities.

These guidelines emphasize:

- Prevention of abuse;
- Multi sectoral coordination;
- Child participation;
- Early identification of risks;
- Referral and response systems;
- Community awareness and accountability.

ACEECA aligns its safeguarding systems, reporting procedures, and child protection measures with these national guidelines and best practices.

“ACEECA aligns its safeguarding systems, reporting procedures, and child protection measures with national guidelines and best practices.”

3.3 ORGANIZATIONAL COMPLIANCE COMMITMENT

ACEECA shall continuously review and strengthen its safeguarding systems to ensure compliance with evolving legal requirements, donor obligations, international standards, and emerging safeguarding risks.

Where national laws and international standards differ, ACEECA shall apply the higher standard in promoting the safety, dignity, rights, and wellbeing of children and vulnerable persons.

The organization further commits to fostering a culture of accountability, transparency, ethical leadership, and zero tolerance toward abuse, exploitation, neglect, and harmful conduct in all areas of operation.



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Every child deserves to grow in a safe, protected, and empowering environment where their dignity, voice, and future are safeguarded.”

4. GUIDING PRINCIPLES

ACEECA shall uphold the following safeguarding principles:

4.1

Best Interests of the Child

The best interests of the child shall be the primary consideration in all decisions and actions.

4.2

Zero Tolerance

ACEECA maintains zero tolerance toward abuse, exploitation, neglect, sexual harassment, intimidation, and violence.

4.3

Do No Harm

All programmes and activities shall be designed and implemented to minimize risks of harm.

4.4

Accountability

All personnel have an obligation to prevent, report, and respond to safeguarding concerns.

4.5

Confidentiality

Safeguarding concerns shall be handled confidentially, respectfully, and ethically.

4.6

Survivor-Centred Approach

Responses shall prioritize the safety, dignity, rights, wellbeing, and informed consent of survivors.

4.7

Inclusion and Non-Discrimination

Safeguarding measures shall be inclusive and accessible to all persons regardless of disability, gender, ethnicity, religion, age, or social status.

4.8

Participation

Children and communities shall be empowered to understand safeguarding risks and reporting mechanisms.

5. DEFINITIONS

Child- Any person below the age of 18 years.

Vulnerable Person

Any person who may be unable to protect themselves from harm due to age, disability, illness, or other vulnerabilities.

Safeguarding

Actions, policies, procedures, and practices aimed at

preventing and responding to abuse/harm.

Child Protection

Measures and structures designed to prevent and respond to harmful practices affecting children.

Abuse

Any act or failure to act resulting in actual or potential harm to a child or vulnerable person.

Sexual Exploitation

Any actual or attempted abuse of a position of vulnerability, trust, or power for sexual purposes.

Sexual Abuse

Actual or threatened physical intrusion of a sexual nature by force.

Neglect

Failure to provide appropriate care, supervision, protection, or support.

6. ORGANIZATIONAL COMMITMENTS

ACEECA is committed to fostering a safe, respectful, inclusive, and accountable environment for all children, young people, vulnerable persons, staff, partners, and communities engaged through its work.

Safeguarding shall be integrated into the organization's governance systems, programme implementation, partnerships, communication practices, and operational procedures to ensure that the dignity, rights, and wellbeing of all persons are protected at all times.

To demonstrate this commitment, ACEECA shall:

a) Integrate Safeguarding into All Programmes and Operations

Ensure that safeguarding considerations are embedded across all organizational activities including environmental conservation programmes, climate action initiatives, clean energy projects, research, advocacy campaigns, community outreach, digital engagement, and partnerships.

All programmes shall be designed and implemented using a "Do No Harm" approach that minimizes risks of abuse, exploitation, neglect, discrimination, and unsafe practices.

b) Conduct Safeguarding Risk Assessments

Undertake regular safeguarding risk assessments to identify, prevent, and mitigate potential risks affecting children and vulnerable populations within organizational activities, field operations, events, digital platforms, and community engagements.

Risk assessments shall inform programme planning, safety protocols, and mitigation measures.

c) Ensure Safe Recruitment Practices

Promote safe and ethical recruitment procedures by conducting appropriate background checks, reference verification, safeguarding screening, and code of conduct signatories for all staff, consultants, volunteers, interns, and representatives engaged by the organization.

ACEECA shall not knowingly employ or engage individuals who pose a safeguarding risk.

d) Train Personnel on Safeguarding Responsibilities

Provide mandatory safeguarding induction, training, and continuous awareness programmes to ensure that all personnel understand their safeguarding obligations, reporting responsibilities, professional boundaries, and acceptable conduct.

Specialized training may also be provided on child protection, prevention of sexual exploitation and abuse (PSEA), online safeguarding, survivor-centred response, and ethical communication practices.

e) Establish Accessible Reporting Mechanisms

Maintain safe, confidential, inclusive, and accessible safeguarding reporting channels that enable children, staff, communities, and stakeholders to report concerns without fear of retaliation, discrimination, or intimidation.

Reporting mechanisms shall be child-friendly, culturally sensitive, and responsive to the needs of vulnerable persons and persons with disabilities.

f) Respond Promptly to Safeguarding Concerns

Ensure that all safeguarding concerns, allegations, and incidents are addressed promptly, professionally, confidentially, and in accordance with survivor-centred principles.

Immediate action shall be taken where necessary to ensure the safety, protection, and wellbeing of affected individuals.

g) Cooperate with Lawful Investigations

Collaborate with relevant government authorities, child protection agencies, law enforcement bodies, and regulatory institutions in addressing safeguarding concerns requiring legal or statutory intervention.

The organization shall comply with mandatory reporting obligations under applicable laws and regulations.

h) Ensure Accountability and Disciplinary Action

Take appropriate disciplinary and corrective measures against individuals found responsible for safeguarding violations, abuse, exploitation, harassment, or misconduct.

ACEECA maintains zero tolerance for safeguarding breaches and shall ensure accountability at all levels of the organization.

i) Promote Child-Safe Communication and Media Practices

Ensure that all communication, photography, videography, storytelling, advocacy materials, and digital content involving children are handled ethically, respectfully, and with informed consent.

The organization shall protect children from exploitation, stigmatization, harmful exposure, and misuse of personal information or imagery.

j) Strengthen Community Awareness on Child Protection

Promote safeguarding awareness within communities through sensitization programmes, stakeholder engagement, training, and advocacy initiatives aimed at strengthening child protection systems, prevention mechanisms, and collective responsibility for safeguarding.

ACEECA recognizes that safeguarding is a shared responsibility requiring active participation from communities, institutions, families, and development actors.



7. CODE OF CONDUCT

ACEECA expects all representatives of the organization to uphold the highest standards of ethical conduct, professionalism, integrity, and respect in all interactions with children, vulnerable persons, communities, colleagues, and stakeholders.

This Code of Conduct establishes mandatory behavioural standards aimed at preventing abuse, exploitation, neglect, harassment, discrimination, and any conduct that may place children or vulnerable persons at risk of harm.

All ACEECA personnel, partners, consultants, volunteers, interns, contractors, and representatives are required to comply with this Code of Conduct at all times, both within and outside official organizational activities where their conduct may impact the reputation, safety, or integrity of the organization.

Failure to comply with this Code may result in disciplinary action, termination of engagement, legal action, or referral to relevant authorities.

7.1 REQUIRED CONDUCT

All ACEECA representatives shall:

a) Treat All Children and Vulnerable Persons with Dignity and Respect

Personnel shall interact with all individuals in a manner that promotes dignity, inclusion, equality, and respect for human rights.

All persons shall be treated fairly regardless of age, gender, disability, ethnicity, religion, nationality, socio-economic background, or any other status.

Humiliating, intimidating, discriminatory, exploitative, or degrading behaviour is strictly prohibited.

b) Maintain Professional Boundaries at All Times

Personnel shall maintain clear and appropriate professional boundaries in all interactions with children and vulnerable persons.

Relationships that may create power imbalances, dependency, favouritism, exploitation, or inappropriate emotional attachment shall be avoided.

All engagement with children must be transparent, accountable, and directly linked to authorized organizational activities.

c) Obtain Informed Consent Before Taking Photographs or Collecting Information

Personnel shall seek informed consent from parents, guardians, caregivers, or authorized individuals before taking photographs, recording videos, collecting personal information, or sharing stories involving children or vulnerable persons.

Consent processes shall ensure that individuals understand:

- The purpose of data collection;
- How information or images will be used;
- Potential risks and protections;
- Their right to refuse participation.

Special care shall be taken to protect the identity and privacy of children in vulnerable situations.

d) Use Child-Sensitive and Respectful Language

All communication with children and communities shall be age-appropriate, respectful, non-threatening, and culturally sensitive.

Personnel shall avoid language or behavior that may:

- Shame or humiliate;
- Intimidate or frighten;

- Sexualize or exploit;
- Reinforce stereotypes or discrimination;
- Cause emotional harm.

The organization encourages positive, supportive, and empowering communication practices.

e) Ensure Activities Are Conducted in Safe Environments

All ACEECA programmes, meetings, trainings, field activities, and community engagements involving children shall be conducted in safe, supervised, and appropriate environments.

Personnel shall:

- Assess potential risks before activities;
- Ensure adequate supervision;
- Avoid isolated or unsafe settings;
- Promote inclusive and accessible participation;
- Immediately address unsafe situations or concerns.

Child safety shall be prioritized in both physical and digital spaces.

f) Report Safeguarding Concerns Immediately

All personnel have a mandatory duty to report suspected or actual safeguarding concerns, abuse, exploitation, neglect, harassment, or misconduct.

Failure to report safeguarding concerns may constitute a breach of organizational policy and professional responsibility.

Reports shall be made promptly through established safeguarding reporting mechanisms.

g) Avoid Discriminatory or Exploitative Behaviour

Personnel shall not engage in any conduct that exploits, marginalizes, excludes, manipulates, or discriminates against individuals or communities.

This includes discrimination based on:

- Gender;
- Disability;
- Age;
- Ethnicity;
- Religion;
- Social status;
- Political affiliation;
- Nationality;
- Health status;
- Any other protected characteristic.

ACEECA promotes a culture of inclusion, fairness, equality, and mutual respect.

7.2 PROHIBITED CONDUCT

To protect children and vulnerable persons from harm, ACEECA strictly prohibits the following conduct:

a) Engaging in Sexual Activity with a Child

Any form of sexual activity or sexual relationship with a child is strictly prohibited regardless of the age of consent or mistaken belief regarding age.

Such conduct constitutes gross misconduct and may result in immediate dismissal and legal action.

b) Exchanging Money, Gifts, Employment, or Favors for Sexual Acts

Personnel shall never solicit, request, encourage, or accept sexual favours, inappropriate relationships, or exploitative interactions in exchange for:

- Money;
- Employment opportunities;
- Assistance;
- Services;

- Protection;
- Goods or benefits.

Abuse of power, trust, or authority for personal gain is strictly prohibited.

c) Using Abusive, Degrading, or Discriminatory Language

Personnel shall not use language or behaviour that is insulting, threatening, humiliating, abusive, discriminatory, sexually suggestive, or emotionally harmful.

This prohibition applies to both in-person and online interactions.

d) Physically Assaulting or Emotionally Abusing a Child

Any form of physical punishment, assault, intimidation, bullying, emotional abuse, neglect, or harmful treatment toward a child or vulnerable person is prohibited.

Disciplinary approaches that involve fear, humiliation, violence, or psychological harm are unacceptable.

e) Spending Unnecessary Time Alone with a Child in Isolated Settings

Personnel shall avoid situations where they are alone with a child in private, isolated, or unsupervised environments unless absolutely necessary and authorized for legitimate programme purposes.

Where one-on-one interaction is unavoidable, appropriate safeguarding measures and transparency shall be maintained.

f) Inviting Children to Private Residences Without Authorization

Personnel shall not invite children or vulnerable persons to private homes, accommodation, or personal spaces unless formally authorized and safeguarding measures are in place.

This restriction is intended to protect both children and personnel from risk, exploitation, and allegations of misconduct.

g) Sharing Inappropriate Content with Children Online

Personnel shall not expose children to inappropriate, offensive, exploitative, sexualized, violent, or harmful digital content through:

- Social media;
- Messaging platforms;
- Emails;
- Video calls;
- Mobile applications;
- Online learning platforms.

All online engagement with children must remain professional, transparent, and safe.

h) Engaging in Grooming Behaviour

Any behaviour intended to manipulate, exploit, emotionally influence, or build inappropriate relationships with children for abusive purposes is strictly prohibited.

This includes:

- Secretive communication;
- Excessive gifts or attention;
- Emotional manipulation;
- Isolating children from peers or guardians;
- Gradual boundary violations.

ACEECA maintains zero tolerance for grooming behaviour.

i) Using Organizational Authority for Exploitation

Personnel shall never misuse their position, influence, authority, or access obtained through ACEECA for exploitative, coercive, intimidating, or abusive purposes.

Communities and beneficiaries shall never be subjected to abuse of power or dependency.

j) Publishing Identifiable Child Information Without Consent and Protection Measures

Personnel shall not publish, distribute, or share identifiable information, images, stories, or personal details of children without informed consent and adequate safeguarding protections.

Special care shall be taken to avoid exposing children to:

- Stigmatization;
- Retaliation;
- Exploitation;
- Online risks;
- Privacy violations.

The dignity, safety, and best interests of the child shall always take precedence over communication or publicity interests.



8. SAFER RECRUITMENT AND SCREENING

ACEECA recognizes that safer recruitment and screening are critical components of safeguarding and child protection.

The organization is committed to preventing individuals who may pose a safeguarding risk from gaining access to children, vulnerable persons, communities, organizational systems, or sensitive information through employment, volunteerism, consultancy, partnerships, or other forms of engagement.

ACEECA shall therefore implement fair, transparent, ethical, and safeguarding-sensitive recruitment procedures designed to promote safe working environments and strengthen institutional accountability.

8.1 Recruitment and Screening Procedures

To enhance safeguarding and reduce risks of abuse, exploitation, harassment, violence, and misconduct, ACEECA shall undertake appropriate due diligence measures during recruitment and engagement processes.

These procedures shall include:

a) Identity Verification

Verification of official identification documents to confirm the identity, age, nationality, and legitimacy of prospective personnel and representatives.

b) Reference Checks

Professional and character reference checks shall be conducted to assess the suitability, integrity, behaviour, and safeguarding history of candidates.

Where possible, references shall specifically inquire about any known concerns relating to misconduct, abuse, exploitation, harassment, or

inappropriate conduct involving children or vulnerable persons.

c) Criminal Background Checks

Where legally permissible and appropriate to the role, ACEECA may conduct criminal background checks or request certificates of good conduct to assess potential safeguarding risks.

Special consideration shall be given to positions involving direct interaction with children, youth, communities, or vulnerable populations.

d) Verification of Qualifications and Experience

The organization shall verify academic qualifications, professional certifications, employment history, and relevant experience to ensure accuracy, integrity, and suitability for the position.

Misrepresentation or falsification of information during recruitment processes may result in disqualification or termination.

e) Safeguarding Declarations

Candidates may be required to complete safeguarding self-declaration forms confirming that they:

- Have not been involved in safeguarding violations;
- Have not been convicted of offenses involving abuse, exploitation, violence, or misconduct;
- Understand and commit to safeguarding obligations and organizational values.

False declarations shall constitute serious misconduct.

f) Interviews Assessing Safeguarding Suitability

Recruitment interviews shall incorporate safeguarding-related questions to assess:

- Ethical conduct;
- Understanding of safeguarding responsibilities;
- Professional boundaries;
- Respect for diversity and inclusion;
- Commitment to child protection and safe programming.

Safeguarding competence and values shall form part of the overall suitability assessment.

8.2 Mandatory Commitments and Documentation

All individuals engaged by ACEECA shall formally acknowledge and commit to the organization's safeguarding standards and ethical obligations.

Prior to engagement, personnel shall sign and adhere to:

a) The Safeguarding Code of Conduct

Acknowledging their responsibility to uphold safe, respectful, and professional behaviour at all times.

b) Confidentiality Agreements

Committing to protect sensitive information, safeguarding records, personal data, and the privacy of children, survivors, staff, and communities.

c) Child Protection and Safeguarding Commitments

Affirming their understanding of safeguarding obligations, reporting responsibilities, and zero tolerance for abuse, exploitation, harassment, and misconduct.

8.3 Non-Engagement of High-Risk Individuals

ACEECA shall not knowingly recruit, employ, contract, retain, or engage any individual with a known history of:

- Child abuse;
- Sexual exploitation or abuse;
- Harassment;
- Violence;
- Human trafficking;
- Neglect;
- Exploitative conduct;
- Other safeguarding-related misconduct.

Any safeguarding concerns identified during recruitment, probation, or employment shall be addressed in accordance with organizational disciplinary procedures and applicable laws.

8.4 Ongoing Safeguarding Responsibility

Safeguarding responsibilities do not end after recruitment.

ACEECA shall continue to promote safe engagement through:

- Mandatory safeguarding induction;
- Continuous training and awareness;
- Supervision and accountability mechanisms;
- Performance monitoring;
- Safe reporting systems;
- Periodic policy reviews.

All personnel are expected to maintain the highest standards of professionalism, integrity, accountability, and respect throughout their engagement with the organization.

PROGRAMME

IMPLEMENTATION

ACEECA recognizes that safeguarding must be integrated throughout the entire programme cycle, from planning and design to implementation, monitoring, evaluation, and reporting.

Safeguarding is a core component of ethical, accountable, and people-centred programming and shall be mainstreamed across all organizational interventions to ensure that programmes do not expose children, youth, vulnerable persons, staff, or communities to harm, abuse, exploitation, neglect, discrimination, or unsafe practices.

ACEECA is committed to implementing programmes in a manner that promotes dignity, inclusion, participation, safety, and protection for all individuals involved in or affected by its work.

9.1 Integration of Safeguarding into Programme Activities

Safeguarding considerations shall be incorporated into all programme design, planning, implementation, partnerships, field operations, and community engagements.

This includes:

a) Child-Safe Activity Planning

All activities involving children or vulnerable persons shall be designed and conducted in ways that prioritize safety, wellbeing, participation, and protection.

Programme teams shall ensure that activities:

- Are age-appropriate and inclusive;
- Minimize exposure to physical, emotional, or psychological harm;
- Provide adequate supervision and accountability;
- Promote safe participation and engagement;

- Respect the dignity and rights of children at all times.

Child protection considerations shall be integrated into project schedules, venues, logistics, staffing, communication materials, and implementation procedures.

b) Gender-Sensitive Programming

ACEECA shall promote gender-responsive and inclusive programming that recognizes the different vulnerabilities, risks, and barriers faced by women, girls, boys, and marginalized groups.

Programmes shall seek to:

- Prevent gender-based violence and discrimination;
- Promote equal participation and access;
- Create safe and inclusive environments;
- Address harmful social norms and inequalities;
- Protect vulnerable population from exploitation and exclusion.

Safeguarding approaches shall be responsive to gender, disability, culture, age, and social context.

c) Safe Transportation Arrangements

Where transportation is provided or facilitated by the organization, ACEECA shall ensure that safe and appropriate measures are in place to protect children and vulnerable persons during travel.

This may include:

- Authorized transportation providers;
- Adequate supervision;
- Safe travel schedules and routes;
- Emergency contacts and procedures;
- Compliance with child safety and road safety standards.

Children shall not be transported alone by staff or representatives without authorization and appropriate safeguards.

d) Supervised Engagement Environments

All activities involving children and vulnerable persons shall be conducted in safe, open, accessible, and appropriately supervised environments.

The organization shall avoid isolated settings and ensure that:

- Multiple adults are present where appropriate;
- Safeguarding focal persons are accessible;
- Participants understand reporting mechanisms;
- Risks are identified and addressed proactively.

Physical and digital environments shall both meet safeguarding standards.

e) Risk Assessments for Field Activities

Programme teams shall conduct safeguarding risk assessments before implementing activities, particularly those involving field operations, travel, public engagement, or vulnerable populations.

Risk assessments shall identify potential threats including:

- Abuse and exploitation risks;
- Environmental and security hazards;
- Child protection concerns;
- Unsafe venues or logistics;
- Online safety risks;
- Community protection concerns.

Appropriate mitigation measures shall be implemented and reviewed regularly.

f) Community Awareness on Reporting Channels

Communities participating in ACEECA programmes shall be informed about

safeguarding standards, expected conduct, and available complaint and reporting mechanisms.

Information shall be communicated in accessible, culturally appropriate, and child-friendly formats to ensure that:

- Beneficiaries understand their rights;
- Communities know how to report concerns;
- Survivors and whistleblowers feel safe to seek support;
- Accountability and trust are strengthened.

g) Safe Participation Mechanisms for Children and Youth

ACEECA recognizes the importance of meaningful participation of children and youth in environmental action, climate advocacy, and community development.

The organization shall ensure that participation mechanisms are:

- Voluntary;
- Safe and inclusive;
- Age-appropriate;
- Respectful of dignity and privacy;
- Free from coercion, manipulation, or exploitation.

Children and youth shall be listened to respectfully and protected from any form of retaliation, intimidation, or harm arising from their participation.

9.2 Special Safeguarding Considerations

Certain programme areas may expose children and vulnerable persons to heightened safeguarding risks. ACEECA shall therefore apply enhanced safeguarding measures in the following contexts:

a) Climate Disaster Response Activities

Climate-related emergencies such as floods, droughts, displacement, and environmental disasters may increase risks of exploitation,

violence, neglect, trafficking, and abuse.

ACEECA shall ensure that emergency response interventions prioritize:

- Protection of vulnerable populations;
- Safe distribution mechanisms;
- Child-friendly support systems;
- Community accountability;
- Referral pathways for protection concerns.

b) School Outreach Programmes

School-based activities shall be conducted in coordination with school leadership, teachers, parents, guardians, and relevant authorities.

Personnel engaging with children in schools shall maintain professional boundaries and comply with child protection standards and institutional safeguarding requirements.

c) Community Environmental Campaigns

Community mobilization activities, environmental restoration campaigns, and public awareness events shall be implemented in ways that protect participants from harm, exploitation, harassment, and unsafe conditions.

Special care shall be taken when involving children, youth groups, and volunteers in public events or field activities.

d) Digital Learning Platforms

Where ACEECA utilizes digital platforms for training, awareness, advocacy, or youth engagement, measures shall be implemented to protect children and vulnerable persons from:

- Cyberbullying;
- Online exploitation;
- Inappropriate communication;
- Privacy violations;

- Exposure to harmful content.

Digital engagement shall remain professional, secure, supervised, and safeguarding-sensitive.

e) Research Involving Minors

All research involving children or vulnerable populations shall adhere to ethical safeguarding standards including:

- Informed consent and assent;
- Confidentiality and privacy protection;
- Safe data handling;
- Non-exploitative participation;
- Minimization of emotional or psychological harm.

Research activities shall prioritize the best interests, dignity, and wellbeing of participants.

f) Youth Climate Advocacy Forums

ACEECA recognizes the increasing participation of young people in climate advocacy and environmental leadership initiatives.

Youth engagement platforms shall therefore promote:

- Safe civic participation;
- Respectful dialogue;
- Protection from harassment or exploitation;
- Emotional and psychological wellbeing;
- Inclusive participation and representation.

The organization shall ensure that youth voices are amplified in safe and empowering environments.

10. ONLINE SAFEGUARDING AND DIGITAL PROTECTION

ACEECA recognizes growing digital safeguarding risks and commits to responsible online engagement.

Personnel shall:

- Use secure communication channels;
- Avoid private inappropriate communication with minors;
- Obtain consent before publishing images or stories;
- Protect personal information and identities;
- Prevent cyberbullying and online exploitation;
- Adhere to data protection standards.

Children's images and stories shall never be used in ways that:

- Humiliate;
- Stereotype;
- Sexualize;
- Exploit;
- Expose unnecessary personal information.

SAFEGUARDING CONCERNS

ACEECA is committed to ensuring that all safeguarding concerns are reported promptly, handled professionally, and addressed in a timely, confidential, and survivor-centred manner.

All personnel, partners, volunteers, consultants, contractors, community members, and stakeholders have a responsibility to report any actual, suspected, or attempted safeguarding violation involving children or vulnerable persons.

Failure to report safeguarding concerns may place individuals at further risk of harm and may constitute misconduct under this policy.

11.1 Reporting Obligation

All safeguarding concerns must be reported immediately or as soon as reasonably possible after becoming aware of the concern.

Reporting obligations apply regardless of:

- The position or status of the alleged perpetrator;

- Whether the concern appears minor or serious;
- Whether evidence is available;
- Whether the concern occurred within or outside official programme activities.

Personnel are not required to investigate concerns before reporting them.

11.2 Reporting Channels

Safeguarding concerns may be reported through any of the following channels:

- Safeguarding Focal Person;
- Head of Human Resources;
- Executive Director/Chief Executive Officer;
- Anonymous reporting mechanisms;
- Designated safeguarding email or hotline;
- Suggestion and complaint boxes;
- Community accountability mechanisms;

- Trusted supervisors or programme leads.

ACEECA shall ensure that reporting channels are:

- Safe and accessible;
- Confidential;
- Child-friendly;
- Inclusive and culturally appropriate;
- Responsive to persons with disabilities and vulnerable groups.

11.3 Types of Reportable Concerns

Reports may include, but are not limited to:

- Abuse or suspected abuse;
- Sexual exploitation and abuse;
- Harassment or bullying;
- Neglect;
- Emotional or psychological harm;
- Grooming behaviour;
- Online misconduct or cyber exploitation;
- Unsafe environments or practices;
- Violations of safeguarding policies or codes of conduct;
- Exploitative relationships or abuse of power.

Concerns may relate to staff, volunteers, consultants, contractors, partners, community members, or any individual associated with ACEECA activities.

11.4 Protection During Reporting

All reports shall be treated seriously and handled with sensitivity, confidentiality, fairness, and professionalism.

ACEECA shall take reasonable measures to protect:

- Survivors;

- Complainants;
- Witnesses;
- Whistleblowers;
- Individuals involved in investigations.

Retaliation against individuals who report concerns in good faith is strictly prohibited.

12. RESPONSE AND CASE MANAGEMENT

ACEECA shall ensure that safeguarding concerns are managed through structured, survivor-centred, confidential, and accountable case management procedures.

The organization recognizes that timely and appropriate response is essential to protecting affected persons, preventing further harm, and promoting justice and accountability.

12.1 Immediate Actions

Upon receiving a safeguarding concern, ACEECA shall take immediate and appropriate action to ensure the safety and wellbeing of affected individuals.

This may include:

a) Ensuring Immediate Safety

Taking urgent measures to protect children or vulnerable persons from further harm, abuse, exploitation, intimidation, or retaliation.

This may involve:

- Removing alleged perpetrators from contact situations;
- Suspending activities where necessary;
- Arranging safe accommodation or protection support;
- Contacting emergency services or relevant authorities.

b) Providing Medical or Psychosocial Referrals

Where appropriate, survivors shall be referred to qualified medical, psychosocial, legal, counselling, or protection services.

ACEECA shall prioritize survivor dignity, informed consent, confidentiality, and access to support services.

c) Preserving Confidentiality

Safeguarding information shall only be shared on a strict need-to-know basis to protect privacy, dignity, and safety.

Unauthorized disclosure of safeguarding information is prohibited.

d) Secure Documentation

All safeguarding concerns, reports, evidence, actions, and decisions shall be documented accurately and stored securely in accordance with confidentiality and data protection requirements.

12.2 Investigation Procedures

Safeguarding investigations shall be conducted professionally, fairly, impartially, and without unnecessary delay.

Investigations shall:

- Respect the rights and dignity of all parties involved;
- Follow due process and procedural fairness;
- Prioritize the best interests of children and survivors;
- Avoid re-traumatization of survivors;
- Maintain confidentiality throughout the process.

Where necessary, ACEECA may engage external experts or authorities to support investigations.

12.3 Cooperation with Authorities

The organization shall cooperate with law enforcement agencies, child protection authorities, regulatory bodies, and other relevant institutions where safeguarding concerns involve potential criminal conduct or mandatory reporting obligations.

12.4 Outcomes and Corrective Measures

Where allegations are substantiated, ACEECA may take appropriate corrective and disciplinary action including:

- Verbal or written warnings;
- Mandatory corrective training;
- Suspension from duties;
- Termination of employment or engagement;
- Termination of partnership agreements;
- Reporting to relevant authorities;
- Legal or disciplinary proceedings.

Corrective measures shall be proportionate to the nature and severity of the violation.

13. CONFIDENTIALITY AND DATA PROTECTION

ACEECA recognizes the sensitive nature of safeguarding information and is committed to maintaining confidentiality, privacy, and responsible data management.

Safeguarding information shall be handled in a manner that protects survivors, whistleblowers, witnesses, and all affected individuals from harm, stigma, discrimination, retaliation, or unnecessary exposure.

13.1 Confidentiality Principles

Safeguarding information shall:

- Be accessed strictly on a need-to-know basis;
- Be shared only with authorized individuals;
- Be handled with professionalism and discretion;
- Be protected from unauthorized disclosure or misuse.

Confidentiality obligations apply to all personnel, consultants, volunteers, partners, and representatives engaged by the organization.

13.2 Secure Information Management

ACEECA shall establish secure systems for storing and managing safeguarding records including:

- Password-protected digital systems;
- Secure physical filing systems;
- Controlled access procedures;
- Data retention and disposal measures.

Sensitive safeguarding records shall not be shared through insecure communication channels.

13.3 Compliance with Data Protection Laws

All safeguarding information shall be managed in compliance with applicable data protection and privacy laws, including the Data Protection Act of Kenya.

The organization shall ensure lawful, ethical, and responsible collection, storage, use, and disposal of personal information.

13.4 Protection of Identities

The identities of survivors, complainants, whistleblowers, witnesses, and children shall be protected at all times unless disclosure is legally required or necessary to prevent serious harm.

Special precautions shall be taken when handling photographs, videos, testimonies, digital content, and case records involving children.

14. WHISTLEBLOWER PROTECTION

ACEECA is committed to promoting a culture of transparency, accountability, integrity, and safe reporting.

Individuals who report safeguarding concerns in good faith shall be protected from retaliation, intimidation, harassment, discrimination, or victimization.

14.1 Protection Against Retaliation

No individual shall suffer adverse consequences for:

- Reporting safeguarding concerns;
- Participating in investigations;
- Providing evidence or information;
- Supporting survivors or complainants.

Retaliation may include:

- Threats or intimidation;
- Workplace discrimination;
- Harassment;
- Dismissal;
- Isolation or victimization;
- Damage to reputation or opportunities.

Retaliatory behaviour constitutes a serious violation of this policy.

14.2 Good Faith Reporting

Reports made honestly and in good faith shall be protected even where allegations are not ultimately substantiated.

The organization encourages timely reporting without fear of punishment or reprisal.

14.3 False or Malicious Allegations

Intentionally false, malicious, or knowingly misleading allegations may result in disciplinary action.

However, unsubstantiated reports made in good faith shall not result in penalties against the reporter.

15. ROLES AND RESPONSIBILITIES

Safeguarding is a shared responsibility across all levels of the organization.

All individuals associated with ACEECA have a duty to contribute to safe, respectful, and accountable environments.

15.1 Board of Directors

The Board of Directors shall:

- Provide strategic safeguarding oversight;
- Approve safeguarding policies and frameworks;
- Promote organizational accountability;
- Ensure adequate safeguarding governance systems;
- Monitor safeguarding compliance and institutional risk management;
- Support a culture of ethical leadership and zero tolerance for abuse.

The Board shall ensure safeguarding remains a priority within organizational governance and decision-making.

15.2 Executive Management

Executive Management shall:

- Ensure effective implementation of safeguarding policies;
- Allocate adequate safeguarding resources and staffing;
- Promote safeguarding culture across programmes and operations;
- Ensure staff training, awareness, and compliance;
- Strengthen institutional accountability mechanisms;

- Support timely response to safeguarding concerns.

Management shall demonstrate leadership and commitment to safeguarding principles.

15.3 Safeguarding Focal Person

The Safeguarding Focal Person shall:

- Receive and manage safeguarding reports;
- Maintain confidential safeguarding records;
- Coordinate investigations and referrals;
- Support survivors and affected persons;
- Conduct safeguarding awareness and training;
- Monitor compliance with safeguarding standards;
- Advise management on safeguarding risks and mitigation measures.

The Focal Person shall operate with professionalism, confidentiality, neutrality, and accountability.

15.4 Staff and Representatives

All personnel, volunteers, consultants, and representatives shall:

- Comply fully with this policy and related procedures;
- Report safeguarding concerns promptly;
- Participate in safeguarding training and awareness programmes;
- Promote safe and respectful environments;
- Uphold professional boundaries and ethical conduct;
- Cooperate with investigations and accountability processes.

Safeguarding responsibilities apply throughout the duration of engagement with ACEECA.

16. TRAINING AND AWARENESS

ACEECA recognizes that safeguarding effectiveness depends on continuous learning, awareness, and institutional capacity strengthening.

The organization shall therefore provide regular safeguarding education, orientation, and awareness programmes to all personnel and relevant stakeholders.

16.1 Safeguarding Training Areas

Training programmes may cover:

- Child protection principles;
- Prevention of sexual exploitation and abuse (PSEA);
- Safeguarding reporting procedures;
- Online safeguarding and digital safety;
- Psychological first aid;
- Professional conduct and boundaries;
- Survivor-centred approaches;
- Community safeguarding awareness;
- Inclusion and disability-sensitive safeguarding.

Training content shall be adapted to the nature of roles, operational contexts, and safeguarding risks.

16.2 Mandatory Participation

Safeguarding training shall be mandatory for all personnel including:

- Staff;
- Board members;
- Volunteers;
- Consultants;
- Interns;
- Contractors and relevant partners.

New personnel shall receive safeguarding induction upon engagement.

Failure to comply with safeguarding obligations may result in corrective measures or termination of engagement.

16.3 Community Awareness

Where appropriate, ACEECA shall also support safeguarding awareness within communities, schools, youth groups, and partner institutions to strengthen collective child protection and accountability systems.

17.3 Termination of Relationships

The organization reserves the right to suspend or terminate relationships where safeguarding violations, misconduct, exploitation, or serious non-compliance occur.

17. PARTNER AND CONTRACTOR COMPLIANCE

ACEECA recognizes that safeguarding responsibilities extend to all partners, consultants, contractors, suppliers, and third parties engaged in organizational work.

All external parties associated with ACEECA shall comply with applicable safeguarding standards and obligations.

18. RISK MANAGEMENT

ACEECA shall integrate safeguarding into its organizational risk management systems to proactively identify, assess, prevent, and mitigate safeguarding-related risks.

Safeguarding risks shall be considered across programmes, operations, partnerships, digital platforms, field activities, and community engagement processes.

17.1 Safeguarding Requirements in Partnerships

Partnership and contractual agreements shall include safeguarding provisions such as:

- Safeguarding clauses and obligations;
- Codes of conduct;
- Reporting responsibilities;
- Confidentiality requirements;
- Compliance and monitoring expectations.

Partners shall be expected to demonstrate commitment to safeguarding principles and ethical conduct.

17.2 Compliance Monitoring

ACEECA may conduct safeguarding due diligence, monitoring, audits, or assessments to ensure compliance among partners and service providers.

18.1 Risk Mitigation Measures

Safeguarding risk mitigation measures may include:

- Environmental and contextual risk assessments;
- Safe event management procedures;
- Child participation safeguards;
- Transport and travel safety protocols;
- Digital security and online protection controls;
- Staff supervision and accountability measures;
- Community complaint and accountability systems;
- Emergency preparedness and response procedures.

18.2 Continuous Risk Monitoring

Safeguarding risks shall be monitored regularly and mitigation measures reviewed periodically to respond to emerging threats, operational changes, or evolving contexts.

19. MONITORING, EVALUATION, AND REVIEW

ACEECA is committed to continuously strengthening safeguarding systems through monitoring, evaluation, learning, and policy improvement.

19.1 Monitoring and Evaluation

The organization shall:

- Monitor implementation of safeguarding measures;
- Conduct periodic safeguarding audits and assessments;
- Review incident trends and response effectiveness;
- Strengthen prevention and accountability systems;
- Track compliance with training and reporting requirements;
- Incorporate lessons learned into programme improvement.

Safeguarding indicators may be integrated into organizational monitoring and evaluation systems.

19.2 Policy Review

This policy shall be reviewed every three (3) years or earlier where necessary due to:

- Legal or regulatory changes;
- Organizational growth;
- Emerging safeguarding risks;
- Lessons learned from implementation;
- Changes in international best practice.

Policy reviews shall involve relevant stakeholders where appropriate.

20. BREACHES OF THE POLICY

Violation of this Safeguarding and Child Protection Policy constitutes serious misconduct.

Any breach that compromises the safety, dignity, rights, or wellbeing of children or vulnerable persons shall be treated seriously and addressed promptly.

20.1 Possible Disciplinary Measures

Breaches may result in actions including:

- Verbal or written warnings;
- Mandatory corrective training;
- Suspension from duties;
- Dismissal or termination of employment;
- Contract termination;
- Referral to law enforcement authorities;
- Civil or criminal legal proceedings.

Disciplinary measures shall be applied fairly, consistently, and proportionately.

20.2 Organizational Accountability

ACEECA shall ensure that safeguarding breaches are documented, investigated, and addressed in accordance with organizational procedures and applicable laws.

Failure by personnel to comply with safeguarding responsibilities, including failure to report concerns, may also result in disciplinary action.

21. POLICY APPROVAL

This Safeguarding and Child Protection Policy is formally approved and adopted by the Board of Directors of the African Centre for Environment, Energy, and Climate Advocacy (ACEECA).

The policy reflects the organization's commitment to safeguarding, accountability, ethical conduct, human dignity, and protection of children and vulnerable persons across all programmes and operations.

The policy shall come into effect upon approval and shall remain binding on all individuals and entities associated with ACEECA.

POLICY CONTROL

Item	Details
Policy Name	Safeguarding and Child Protection Policy
Organization	African Centre For Environment, Energy and Climate Advocacy
Policy Owner	Chief Executive Officer / Safeguarding Focal Person
Approval Authority	Board of Directors
Effective Date	January 2, 2026
Review Period	Every Three (3) Years
Version	1.0
Policy Category	Safeguarding and Child Protection
Applies To	Staff, Volunteers, Consultants, Partners, Contractors, and Representatives
Next Review Date	January 2, 2029

ACEECA recognizes that safeguarding is a collective responsibility and a fundamental pillar of ethical, accountable, and people-centered programming. Through this policy, the organization commits to creating safe environments where children, communities, staff, and vulnerable populations are protected, respected, heard, and empowered.

ANNEX 1: SAFEGUARDING REPORTING FLOW

1. Concern Identified
2. Immediate Safety Assessment
3. Report to Safeguarding Focal Person
4. Documentation and Confidential Recording
5. Referral and Survivor Support
6. Investigation and Risk Assessment
7. Decision and Action
8. Case Closure and Monitoring

ANNEX 2: STAFF SAFEGUARDING DECLARATION

I hereby acknowledge that I have read, understood, and agree to comply with the ACEECA Safeguarding and Child Protection Policy and Code of Conduct. I understand my responsibility to prevent, report, and respond appropriately to safeguarding concerns.

Name: _____

Signature: _____

Date: _____

ANNEX 3: CHILD-SAFE COMMUNICATION GUIDELINES

Personnel shall:

- Portray children with dignity and respect;
- Avoid exploitative imagery;
- Obtain informed consent;
- Use truthful representations;
- Protect identities where necessary;
- Avoid sensationalism and stereotypes.

ANNEX 4: SAFEGUARDING INCIDENT REPORT TEMPLATE

Basic Information

- Date of Report:
- Name of Reporter:
- Contact Information:
- Date of Incident:
- Location of Incident:

Incident Details

- Description of Concern:
- Persons Involved:
- Immediate Actions Taken:
- Witnesses:
- Risk Level Assessment:

Follow-Up Actions

- Referral Made:
 - Investigation Initiated:
 - Outcome:
 - Recommendations:
-



Our commitment to protecting children and vulnerable persons in all our programmes, operations, and partnerships.



PROTECT

We protect every child.



RESPECT

We value dignity, diversity and rights.



EMPOWER

We empower children and communities.



INSPIRE

We inspire climate action for a better future.

Together for people, planet and prosperity.