GOAL Child and Adult Safeguarding Policy

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Clients:	All GOAL staff, including all GOAL Head Office and Field staff, all GOAL entities' Boards of Directors, consultants, secondees, interns, volunteers, visitors, implementing partners, contractors, donors, and vendors.
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1. Introduction

As GOAL works towards its mission of ensuring that the poorest and the most vulnerable people in the world have access to the fundamental rights of life, we, as GOAL employees and representatives, must always uphold and be seen to practice the highest standards of behaviour, accountability and integrity with everyone we encounter.[1]

GOAL is committed to safeguard the wellbeing of men, women, boys and girls and prevent harm, abuse or exploitation, regardless of age, ability or disability, gender identity, race, religion or belief, sex or sexual orientation, socio-economic background. GOAL is aware of the vulnerability of many of our beneficiaries, particularly women, girls and boys and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

GOAL recognises that abuse of power has led, and continues to lead, to many forms of exploitation and abuse. This policy emphasises the protection requirements to reduce the risk of harm and abuse, harassment, physical or sexual exploitation and abuse (SEA) and break down the inherent power dynamics evident within humanitarian and development partnerships.

GOAL's commitment to Safeguarding is inclusive of its staff and all those with whom it comes into contact through its work. Central to everything we do is our commitment to first do no harm to children or adult beneficiaries which is reflected throughout our policies and practises, some of which have a more significant impact for Safeguarding.

Safeguarding is a key element of GOAL's Code of Conduct and its associated policies[2] which highlight the importance of the behaviour of our own staff and partners. This policy must be read and understood in conjunction with these documents and seen within our existing organisational policy framework.

The Child and Adult Safeguarding Policy provides clear definitions, sets standards across the organisation, and gives clear guidance on how to apply and implement the policy throughout the organisation and in relation to partner organisations.

2. Purpose

The purpose of this policy is to protect people, particularly children and vulnerable adults, preventing them from harm and abuse and to ensure that the activities of GOAL are implemented in a safe and protective environment as far as reasonably possible and responded to effectively.

The Child and Adult Safeguarding Policy does not seek to replace existing associated policies (referenced above) but rather provides an umbrella, under which sit more specific policies, that cover the protection of all vulnerable populations, especially women and children, in one integrated policy.

The policy lays out the commitments made by GOAL and informs staff and GOAL members of their responsibilities in relation to safeguarding.

a. What is Safeguarding?

Safeguarding means taking all reasonable steps to assess and prevent harm, particularly sexual exploitation, abuse and harassment from occurring; to protect people, especially vulnerable children and adults, from risk and harm; and to respond appropriately when harm does occur.

This includes harm arising from:

• The conduct of staff or GOAL members[3]

[1] GOAL Code of Conduct

[2] Code of Conduct, Child Protection Policy, Prevention from Sexual Exploitation and Abuse Policy (PSEA), Whistleblowing Policy.

[3] "Members" are defined as: 1.1 all board members/trustees, board committee members and company members of GOAL (as defined); 1.2 all employees of the GOAL (Head Office and Field); 1.3 all secondees, interns and volunteers of the GOAL (including GOAL ambassadors/patrons); 1.4 all consultants/contractors/suppliers* (including media and internal consultants with a GOAL email address) of GOAL; 1.5 all GOAL partners* (i.e. those entering into partnership agreements with GOAL, GOAL (International) and

- The design, implementation and evaluation of GOAL's programmes and activities
- Bullying and sexual harassment in the workplace

This definition draws from our values and principles and shapes our culture. It pays specific attention to preventing and responding to harm from any potential, actual or attempted abuse of power, trust, or vulnerability, especially for sexual purposes.

Safeguarding applies consistently and without exception across our programs, partners and staff. It requires proactively identifying, preventing and guarding against all risks of harm, exploitation and abuse and having mature, accountable and transparent systems for response, reporting and learning when risks materialize. Those systems must be survivor-centred and protect those accused until proven guilty. Safeguarding puts beneficiaries and affected persons at the centre of all we do.

Guiding Principles

GOAL's Child and Adult Safeguarding Policy is guided by a number of key international principles and standards as set out in the Universal Declaration of Human Rights (UDHR); The UN Convention of the Rights of the Child (UNCRC, 1989); the UN Convention for the Elimination of all forms of Discrimination against Women (CEDAW, 1979). The policy has been developed in accordance with the six core principles adopted in 2002 by the Inter-Agency Standing Committee Task Force on Prevention and Response to Sexual Exploitation and Abuse (2002),[4] and the principles of the United Nations Secretary- General's Bulletin on special measures for protection from sexual exploitation and sexual abuse (ST/SGB/2003/13).[5]

The GOAL Child and Adult Policy is also in line with the following:

- IASC Minimum Operating Standards; Protection from Sexual Exploitation and Abuse by own Personnel (2012).

As local laws and customs differ widely across the world, GOAL's Child and Adult Safeguarding Policy is informed by International Human Rights Law, United Nations' standards, and best practice guidelines from the humanitarian sector (including GOAL's own policies and experience). It applies regardless of location and local law.[6]

3. Scope

The Child and Adult Safeguarding Policy is applicable to every GOAL employee, director, volunteer, visitor, partner, vendor, consultant, intern and staff member on secondment from other organisations. All are obliged to create and maintain an environment that promotes the implementation of the Code.

Those in positions of authority with GOAL have a duty to act as positive role models in upholding the organisations standards, and to support and develop appropriate systems to maintain such as environment. The Child and Adult safeguarding Policy is integral to every contract, terms of reference or agreement that our organisation enters or is party to. Failure to adhere to the Policy may result in disciplinary action being taken, up to and including dismissal, and may lead to criminal prosecution.

Agreement with Contractors

Contractors engaged in situations where they or their employees or subcontractors may have access to children or vulnerable adults in GOALs programmes, or may have access to personal data about such children or vulnerable adults, require specific safeguarding clause in their contracts with GOAL[7]. These requirements apply whether the Contractor is being paid for the services or is providing them for free (pro bono), and is irrespective of the duration of the contract.

GOAL USA Fund); and 1.6 all GOAL Business partners (Business partners refers to any individual, corporate or company who conducts any degree of business or partnership on projects or campaigns with GOAL.

4 https://interagencystandingcommittee.org/focal-points/documents-public/plan-action-and-core-principles-codesconduct-protection-sexual-abuse

5 http://www.un.org/Docs/journal/asp/ws.asp?m=ST/SGB/2003/13

6 GOAL Code of Conduct

7 Refer to GOALs Contract Guidelines for procurement

All contractor or service providers who have access to children or vulnerable adults must at minimum acknowledge in writing the receipt and understanding of the acceptable behaviours outlined in our Code of Conduct (Annex 4).

Agreement with Partner Organizations

When engaging with a partner for a GOAL program or activity, the agreement (whether referred to as an 'agreement', 'subgrant' 'Memorandum of Understanding', or any other term) specifies that before the Partner begins any work on the project, partners must adhere to either: GOAL's Child and Adult Safeguarding Policy, in which case they shall implement their own reporting and management system; or their own internal, corresponding policy with standards equivalent to GOAL's Child and Adult Safeguarding Policy. In either case, they shall certify compliance to GOAL periodically.

4. Definitions and Acronyms

- **Abuse** is defined as any action that intentionally harms or injures another person. In many cases, it is characterized by unbalanced power relationships between stakeholders (the abuser and the victim/survivor).
- **Beneficiary** is defined as someone who directly receives goods or services from GOAL's programme. Note that misuse of power can also apply to the wider community that GOAL serves and can include exploitation by giving the perception of being in position of power.
- A **Child** is any person below the age of 18, regardless of local custom, or the age of majority or consent locally.
- A **disclosure** is defined as a specific allegation of abuse made against a named individual.
- **Harassment** is defined as an unwelcome behaviour of offensive nature severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. This includes discrimination based on gender, race, religion, sex (including pregnancy), ethnicity, age, disability or genetic information. It includes bullying, stalking, sexual harassment, personal harassment, and harassment based on any characteristics listed above.
- **Harm** - Psychological, physical and any other infringement of an individual's rights
- **Psychological harm** - Emotional or psychological abuse, including (but not limited to) humiliating and degrading treatment such as bad name calling, constant criticism, belittling, persistent shaming, solitary confinement and isolation
- **Protection from Sexual Exploitation and Abuse (PSEA)** is the term used by the humanitarian and development community to refer to the prevention of sexual exploitation and abuse of affected populations by staff or associated personnel. The term derives from the United Nations Secretary General's Bulletin on Special Measures for Protection from Sexual Exploitation and Abuse (ST/SGB/2003/13)
- **Safeguarding**: is the responsibility that the organisation has to ensure that their employees and volunteers, partners, vendors, operations and programmes do no harm to children, young people or vulnerable adults. And that any concerns the organisation has about the safety of vulnerable people within the communities in which they work, are dealt with and reported to the appropriate authorities.
- **Sexual abuse** is the term 'sexual abuse' means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
- **Sexual exploitation** is the term 'sexual exploitation' means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. This definition incudes human trafficking and modern slavery.
- **SEA** is sexual exploitation and abuse
- **Survivor** is the person who has been abused or exploited. The term 'survivor' is often used in preference to 'victim' as it implies strength, resilience and the capacity to survive, however it is the individual's choice how they wish to identify themselves.
- **Suspicion** is when a concern is expressed about abuse that may have taken place or concern that abuse may take place.
- **Trafficking in Persons** is the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the

consent of a person having control over another person, for the purpose of exploitation.

- **Vulnerable adult** - A person who is or may be in need of care by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation.

5. Policy Statement

GOAL believes that everyone we come into contact through our work, regardless of age, gender identity, disability, sexual orientation or ethnic origin has the right to be protected from all forms of harm, abuse, neglect and exploitation. GOAL will not tolerate abuse and exploitation by staff or GOAL members.

This policy will address the following areas of safeguarding, child safeguarding, adult safeguarding, and protection from sexual exploitation and abuse. These key areas of safeguarding may have different policies and procedures associated with them (see Related Policies).

a. GOAL's Code of Conduct

GOAL's Code of Conduct (Annex 4) expresses the expectations of GOAL from all employees, volunteers, consultants and third parties regarding the conduct and manner in which activities are carried out. The Code sets out behaviour deemed to be acceptable, and that which is unacceptable. It is an integral component of Safeguarding and forms part of the contractual terms and conditions of all GOAL's employees and members.

GOAL commits to addressing safeguarding throughout its work, through the three pillars of prevention, reporting and response.

6. Measures to implement policy

a. Staffing and Training

All GOAL country programmes will have a designated Safeguarding Manager or focal point who will provide leadership in implementing this Policy. They will report progress to their Senior Management Team on a regular basis.

Emergency responses which are declared a global response will appoint their own Safeguarding Focal Point.

Safeguarding managers/focal points will be trained in handling sensitive issues arising from an actual or perceived breach of the GOAL Child and Adult Safeguarding Policy and associated protection policies.

All GOAL employees and Members must sign an acknowledgement that they know, understand and will follow this Child and Adult Safeguarding Policy and the Code of Conduct. Signed agreements should be kept on file by the relevant office. It is the responsibility of the Safeguarding manager or focal point where staff are stationed to ensure that all staff members and implementing partners receive:

- An induction within thirty (30) days of their employment.
- A training within the first three (3) months of their employment.
- Periodic refresher training every two (2) years or specific trainings to meet the needs of staff roles within the local context and its accompanying risks.

Furthermore, each country office will translate GOAL's Child and Adult Safeguarding Policy in the local national language to ensure that all staff understand and adhere to it.

b. Preventative Measures

GOAL responsibilities

GOAL will:

• Ensure all staff have access to, are familiar with, and know their responsibilities within this policy.

• Design and undertake all its programs and activities in a way that protects people from any risk of harm that may arise from their coming into contact with GOAL. This includes the way in which information about individuals in our programmes is gathered and communicated through appropriate consent procedures.
• GOAL will ensure ethical communications on safeguarding and has adopted the Dóchas Code of Conduct on Images and Messages (Refer to GOAL's Social Media and Online Messaging Policy).
• Implement stringent safeguarding procedures when recruiting, managing and deploying staff and members, including in an emergency response.
• Ensure staff receive training on safeguarding at a level commensurate with their role in the organization.
• Follow up on reports of safeguarding concerns promptly and according to due process.
• Ensure that all agreements for Contractors and GOAL's Partners include Safeguarding requirements.

Staff responsibilities

Child Safeguarding
GOAL has a moral and legal responsibility and a duty to protect children within our care from both intentional and unintentional harm. We recognise the need to ensure that our staff, operations and programmes "do no harm" to children; that is that we do not expose children to the risk of harm and abuse, and that any concerns the organisation has about children's safety within the communities in which they work are reported to the appropriate authorities. Child safeguarding is broader than PSEAH in that it includes protecting children from all types of harm. Harm includes physical abuse, sexual abuse, child sexual exploitation, neglect and negligent treatment, emotional abuse and commercial exploitation. In addition, safeguarding measures that are appropriate for adults, may not be appropriate for the needs of children. GOAL's Child Protection Policy outlines our Safeguarding commitments to children.

The Child and Adult Safeguarding Policy seeks to safeguard children from harm through misconduct by staff. Therefore, GOAL staff and GOAL members must not:

• Engage in sexual activity with anyone under the age of 18, regardless of the age of consent locally (mistaken belief of age being no defence).[8]
• Sexually abuse or exploit children
• Subject a child to physical, emotional or psychological abuse, or neglect
• Engage in any commercially exploitative activities with children including child labour[9] or trafficking.

Adult Safeguarding
In accordance with the acceptable behaviours outlined in GOAL's Code of Conduct, GOAL staff and associated personnel must not:

• Sexually abuse or exploit vulnerable adults
• Subject a vulnerable adult to physical, emotional or psychological abuse, or neglect

Protection from sexual exploitation and abuse
GOAL has a zero-tolerance approach to sexual exploitation and abuse of any person, child or adult, involved with its programmes. GOAL's Protection from Exploitation and Sexual Abuse Policy (PSEA) outlines our Safeguarding commitments towards SEA.

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[8] The sole exception to this may be where a staff member is legally married to a person under the age of 18 before, they are employed by GOAL.
[9] Hire children in any form of child labour (including as house help) unless it is within the best interest of the child and in alignment with local law and international standards. ('Child Labour' is work that is mentally, physically, socially or morally dangerous and harmful to children, or that interferes with their schooling. 'Child work' in contrast may be beneficial if permitted by International Labour Organisation (ILO) Conventions and puts the child's best interests ahead of any benefits gained by adults.)

GOAL staff and members must not:

- Exchange money, employment, goods or services for sexual activity. This includes any exchange of assistance that is due to beneficiaries of assistance
- Engage in any sexual relationships with beneficiaries of assistance, since they are based on inherently unequal power dynamics

Additionally, GOAL staff and GOAL members are obliged to:

- Contribute to creating and maintaining an environment that prevents safeguarding violations and promotes the implementation of the Safeguarding Policy
- Report any concerns or suspicions regarding safeguarding violations by a GOAL staff member or GOAL partner to the appropriate staff member

c. Reporting

GOAL will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to staff and the communities we work with.

Any staff reporting concerns or complaints through formal whistleblowing channels (or if they request it) will be protected by GOAL's Whistleblowing Policy.

GOAL will also accept complaints from external sources such as members of the public, partners and official bodies.

How to report a safeguarding concern

Staff members who have a complaint or concern relating to safeguarding should report it **immediately** to their:

- Safeguarding Focal Point or line manager. If the staff member does not feel comfortable reporting to their Safeguarding Focal Point or line manager (for example if they feel that the report will not be taken seriously, or if that person is implicated in the concern) they may report to
- Any other appropriate staff member. For example, this could be a senior manager or a member of the HR Team or
- GOAL's internal and external mechanism as laid out in the Whistleblowing Policy or
- Global Safeguarding Advisor.

All GOAL staff should be made aware of the reporting mechanisms for Safeguarding by ensuring that reporting lines on ***how to raise concerns*** are displayed in an accessible location in all GOAL offices. These posters must contain the contacts of all focal points, the internal and external whistleblowing contacts, the complaints response mechanism and the Global Safeguarding Advisor (see annex 3).

Reporting to Authorities

Any action taken will be in accordance with GOAL's policies and procedures and informed by national legislation. Depending on the nature and circumstances of the case, as well as the interest of the survivor(s), GOAL will involve the appropriate authorities, including the Charity Commissioners, to ensure the protection of all programme participants and the transparency of our safeguarding processes.

d. Response

GOAL will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations (see Procedures for reporting and response to safeguarding concerns in Related Policies).

GOAL will apply appropriate disciplinary measures to staff found in breach of policy.

GOAL will offer support to survivors of harm caused by staff or GOAL members, regardless of whether a formal internal response is carried out (such as an internal investigation). Decisions regarding support will be led by the survivor.

e. Confidentiality

It is essential that confidentiality in maintained at all stages of the process when dealing with safeguarding concerns. Information relating to the concern and subsequent case management should be shared on a need to know basis only and should always be kept secure.

f. Risk Management

GOAL will audit its operations annually to ensure that GOAL Child and Adult Safeguarding Policy is being addressed correctly in 4 components:

a. **Policy**: the GOAL Child and Adult Safeguarding Policy is applied in all GOAL country programmes it is easily accessible to all staff and fully understood by all GOAL staff and GOAL members.
b. **Procedures**: systems are in place to reduce risks of abuse, rumours and the possibility of harm.
c. **People**: staff are recruited, managed and work in an environment that addresses safeguarding through support, training, information and response.
d. **Accountability**: systems are in place to receive and respond to concerns, and to recognize and limit risks.

g. Community Feedback and Response Mechanisms

Children, parents and other adults are aware of established complaint mechanisms in GOAL projects and their right to be safe from abuse and exploitation in GOAL's programmes.

GOAL will:

- Work with both children and adults in the community to help them recognise inappropriate conduct by GOAL employees and members, and to develop safe and context based community response mechanisms by which children and adults can report general suggestions and any serious incidents of misconduct by GOAL employees or members.
- Provide information on how to report child abuse, sexual exploitation and abuse, or other breaches of our Code of Conduct by GOAL employees or members.

7. Non-compliance

Any concern or suspicion regarding Safeguarding breaches or a breach of the GOAL Child and Adult Safeguarding Policy, at any level is treated with the utmost seriousness by GOAL. GOAL will take immediate action appropriate to the circumstances and will address the support needs of those involved. In the event of an allegation that involves a criminal offence, the subject of complaint should be informed that, in addition to disciplinary action, the investigation may be reported to the appropriate legal authorities for further investigation.

Disciplinary action may include up to and including termination of employment or other affiliation with GOAL.

With regards to a breach by a Partner organisation, appropriate action will be taken up to and including immediate termination of a partnership or service agreement. In this case, the short or long- term impact on beneficiaries of the termination of a partnership will be considered.

GOAL also recognises the significant damage that can be caused by malicious or unfounded accusations and will endeavour to provide protection for staff who may be wrongly accused.

8. Related policies and procedures

The GOAL Child and Adult Safeguarding Policy is linked to and must be read in conjunction with:

- GOAL Code of Conduct
- GOAL Child Protection Policy
- GOAL Protection from Sexual Exploitation and Abuse Policy (PSEA)
- GOAL Risk Management Policy
- GOAL Employee Handbook
- GOAL Whistleblowing Policy
- GOAL Gender Equality Policy and Strategy
- GOAL Social Media and Online Policy
- Procedures for reporting and response to safeguarding concerns
- Procedures for safeguarding in staff recruitment

A list of all GOAL's active policies can be found on the **Policies and Guidelines** page on GOAL's intranet.

Support Toolkit Associated with implementation of this policy:

ANNEX 1: FLOW CHART OF REPORTING SAFEGUARDING CONCERNS

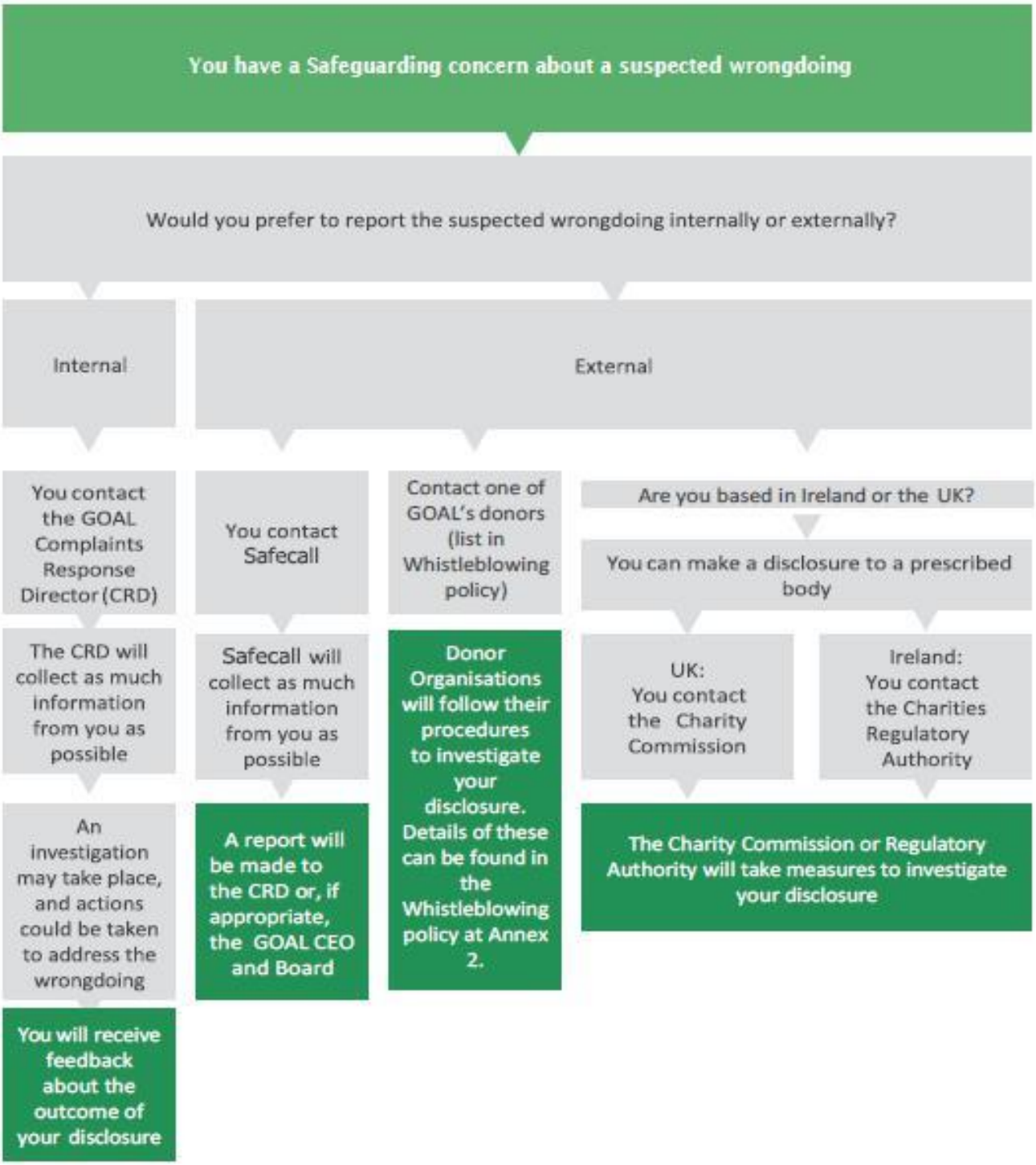
ANNEX 2: NAMES AND CONTACT DETAILS FOR REPORTING AND RESPONDING TO SAFEGUARDING CONCERNS

ANNEX 3: SERIOUS WRONGDOING REPORT FORM

ANNEX 4: CODE OF CONDUCT

ANNEX 5: SIGN FORM

ANNEX 1: FLOWCHART OF REPORTING SAFEGUARDING CONCERNS



ANNEX 2: NAMES AND CONTACT DETAILS FOR REPORTING AND RESPONDING TO SAFEGUARDING CONCERNS

GOAL Ireland Contacts		
Person	**Contact**	**Area & Programme**
Name: Mandy Yamanis Designation: Global Safeguarding Advisor	☎ +357-99-465246 ✉ Carnegie House, Library Road., Dun Laoghaire, Co. Dublin, Ireland myamanis@goal.ie	Global
Name: Mary van Lieshout Designation: Head of Complaint Response Group	☎ +35312809779 ✉ Carnegie House, Library Road., Dun Laoghaire, Co. Dublin, Ireland speakup@goal.ie	Global
Name: Alphonsus Martyn Designation: Complaints Response Group	☎ +35312809779 ✉ Carnegie House, Library Road., Dun Laoghaire, Co. Dublin, Ireland speakup@goal.ie	Global

GOAL (Place Country Programme here) Contacts		
[illegible]	[illegible]	[illegible]
Name: Designation: Project Coordinator	☎ ✉ [illegible]	

A list of in country focal points can be found here on the Safeguarding Intranet Page

A list

ANNEX 3: INITIAL SERIOUS WRONGDOING REPORT FORM

Initial Serious Wrongdoing Report

When dealing with any complaint of serious wrongdoing*; always treat the case with the utmost confidentiality. To be submitted to the Complaints Response Group (speakup@goal.ie) and your Regional Director within 24 hours of becoming aware of an incident or suspicion of serious wrongdoing. Acknowledgement will come from the Complaints Response Director, after which the Head of Investigations will communicate regarding further actions.

a. Name, title and job location of person submitting this report:
b. Date this report was submitted**:**

* 'Serious Wrongdoing' is regarded as anything that falls under a Category 6 complaint (fraud, corruption theft, physical/verbal/sexual abuse or sexual exploitation)

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DETAILS OF THE WRONGDOING

1.Name of person who first discovered the wrongdoing.

2. Is this being reported within 24 hours of being informed? If not, explain why.

3. Preliminary details of the wrongdoing/s:

4. Details of all parties who are aware of the wrongdoing/s, suspected or otherwise to date.

5. Copies of supporting documentation available at initial reporting stage.

6. Confirm whether any actions have been taken.

7. Detail any security implications.

8. Proposed actions to be taken, for approval by the Head of Investigations.

9. Please include any other information you deem relevant to the case.

Note: If you do not receive direction from the Head of Investigations within 36 hours you should proceed with the measures you deem necessary to prevent further harm.

Timeline for anticipated acknowledgment / response:

After you have submitted this report to speakup@goal.ie you may anticipate an acknowledgement e-mail from the Complaints Response Director within 36 hours. This is to recognize receipt of your submission and will inform you that discussions will take place at Head Office regarding this case. Within 36 hours of your submitting this report, the Head of Investigations will make contact with you with more considerable and instructive feedback. If the Head of Investigations feels that an investigation is necessary by your country team; they will indicate so and ask you to complete an Implementation Plan. The Head of Investigations will also be available to offer advice on all aspects of the investigation.

ANNEX 4: CODE OF CONDUCT

The Code is applicable to every GOAL employee, director, volunteer, visitor, partner, consultant, intern and staff member on secondment from other organisations. All are obliged to create and maintain an environment that promotes the implementation of the Code.

All GOAL staff, directors, consultants, secondees, interns, volunteers, and visitors are required to confirm, on an annual basis, that they have read, agree with, and will adhere to the Code.

3. The Code

I will promote all fundamental human rights.

I will not discriminate directly or indirectly on the grounds of gender, marital status, family status, sexual orientation, religion, age, disability, race, political affiliation, social status or membership of an ethnic community.

I will treat every person with respect, dignity and courtesy. I will act in a supportive, professional manner towards all those I work with. I will contribute towards building a harmonious workplace.

I will obey international law and the laws of the country where I am based, and respect local customs.

I will not allow my personal views to affect GOAL's status as a non-religious, non-political organisation.

I will not commit any act, or consent to any act being committed, that could cause physical or psychological harm or suffering to any person. I will be particularly conscious of the vulnerabilities of women and children in this regard. I understand that sexual activity with children (persons under the age of 18) is strictly prohibited. This applies regardless of local laws and customs regarding age of majority and/or consent. Mistaking the age of a child will not be permitted to form any part of a defence.

I will not abuse any real or perceived power that accrues from my position in GOAL.

I will not seek to influence humanitarian assistance, give preferential treatment, offer employment or promotion, or give or receive money in order to obtain gifts or advantages or sexual favours.

I will not enter into any sexual activity which may be perceived as an exploitation of an unequal power dynamic. Such behaviour, or any other behaviour that is humiliating, degrading or exploitative, undermines the credibility and integrity of humanitarian aid work. I recognise that it is my obligation to report any concerns, via GOAL's Whistleblowing Policy, of suspected wrongdoing by any humanitarian worker from any agency.

I will not excuse or ignore or participate in corrupt, fraudulent, exploitative, or unethical activities. This includes, but is not limited to the trafficking of people, participating in any armed, political or religious conflict, dealing in illegal drugs, gems or arms or using the services of a sex worker.

I will uphold the highest standards of efficiency, competency, integrity and transparency. I will strive for the most efficient and effective use of GOAL resources.

I will disclose all financial interests and outside employment that may impact my GOAL responsibilities either in fact or appearance.

I will behave in such a manner as to avoid any unnecessary personal risks that may impact on the health, safety and welfare of myself and others. This includes partner organisations and beneficiaries.

I will not be under the influence of alcohol or drugs, which include illegal drugs and misused prescription medication, while engaged in GOAL duties. I will not work while impaired by a lawful prescription medication or over-the-counter drugs. I will be fit to carry out my role in GOAL and fulfil my responsibilities.

I will exercise due care in all matters of official business and not divulge any confidential information about beneficiaries, colleagues, or other work-related matters.

I understand that I am not authorised to speak to the media on behalf of GOAL, or in respect of GOAL programmes or the situation in a country where GOAL is based, except if I am given explicit permission in writing to do so by my Line

Manager or Country Director.

I understand that I may face disciplinary action if I place unauthorised posts on social media that bring GOAL into disrepute, or cause offence to a host country and/or any section of its community.

The Code should be read in conjunction with the following policies:

- Whistle-blowing Policy (provides guidance for reporting concerns and wrong-doing)
- Child Protection and Safeguarding Policy
- Anti-Fraud Policy
- Conflict of Interest Policy
- Protection Against Sexual Exploitation and Abuse

The above standards and those already set out in the Code apply to all GOAL staff, including all GOAL head office and field staff, all GOAL entities' Boards of Directors, consultants, secondees, interns, volunteers and visitors and apply to any business dealings with Governments or other donors on GOAL's behalf.

ANNEX 5: SIGN FORM

GOAL Ireland

I acknowledge receipt of the **GOAL Child and Adult Safeguarding Policy (Version 1).**

I have read the policy; I understand it and I accept the contents therein as part of my conditions of employment with GOAL.

Name: _____

Signature: _____

Date: _____