



Guardian Girls International (GGI) Safeguarding & Child Protection Policy

(Zero Tolerance for Abuse, Exploitation, and Harm)

1. Purpose

Guardian Girls International (GGI) is committed to creating and maintaining **safe, respectful, and inclusive environments** for women, girls, children, and all participants in its programs and activities. This Safeguarding & Child Protection Policy establishes GGI's **zero-tolerance approach** to abuse, exploitation, violence, harassment, and neglect, and sets out clear standards of conduct, prevention, and response.

2. Scope

This policy applies to **all individuals associated with GGI**, including:

- GGNC Presidents and Secretaries-General
- Volunteer Secretariat members
- Members and representatives of GGNCs
- Instructors, trainers, facilitators, and program volunteers
- Goodwill Ambassadors, advisors, and consultants
- Any individual acting on behalf of or representing GGI

The policy applies **at all times**, including during:

- Programs, trainings, events, and travel
- Online and in-person activities
- Formal and informal interactions linked to GGI

3. Definitions

For the purpose of this policy:

- **Child:** Any person under the age of 18, or under the legal age of majority in their country, whichever provides greater protection
- **Safeguarding:** Measures taken to prevent and respond to harm, abuse, exploitation, or neglect
- **Abuse:** Physical, sexual, emotional, psychological abuse, or neglect
- **Exploitation:** Abuse of a position of trust, power, or authority for personal gain

4. Guiding Principles

GGI's safeguarding approach is guided by the following principles:

- **Do No Harm** – The safety and dignity of women, girls, and children comes first
- **Zero Tolerance** – Abuse, exploitation, and violence are never acceptable
- **Prevention** – Safeguarding risks must be anticipated and mitigated
- **Accountability** – All individuals are responsible for upholding this policy
- **Confidentiality** – Information is handled sensitively and responsibly

5. Prohibited Conduct

The following behaviors are **strictly prohibited**:

- Any form of physical, sexual, or emotional abuse
- Sexual exploitation or sexual activity with a child or vulnerable person
- Harassment, intimidation, or degrading treatment
- Use of threats, coercion, or inappropriate discipline
- Exploiting power imbalances or positions of authority
- Any conduct that endangers the safety or dignity of participants

Consent is **never valid** where there is a power imbalance or where a person is a minor.

6. Professional Boundaries

All individuals must:

- Maintain appropriate professional boundaries at all times
- Avoid situations that could place themselves or others at risk
- Refrain from inappropriate physical contact, communication, or relationships
- Use respectful language and behavior in all interactions

7. Responsibilities

All individuals associated with GGI must:

- Read, understand, and comply with this policy
- Participate in safeguarding briefings or training where required
- Report safeguarding concerns immediately and in good faith
- Cooperate fully with safeguarding reviews or investigations

Leadership at all levels has a **special duty of care** to model safeguarding behavior.

8. Reporting Safeguarding Concerns

Safeguarding concerns, suspicions, or allegations must be reported **without delay**.

Reports may be made to:

- The designated **GGI Safeguarding Focal Point**, or
- Appropriate GGNC leadership, who must escalate the concern to GGI

Reports will be:

- Taken seriously
- Handled confidentially
- Managed in accordance with applicable laws and GGI procedures

Retaliation against anyone who reports concerns in good faith is strictly prohibited.

9. Response & Action

Upon receiving a safeguarding concern, GGI may take actions including:

- Immediate protective measures
- Temporary suspension from duties
- Internal review or investigation
- Referral to appropriate authorities, where required by law

GGI prioritizes the **safety and well-being of affected individuals** over organizational reputation.

10. Confidentiality & Data Protection

Safeguarding information will be:

- Shared only on a need-to-know basis
- Stored securely
- Handled in compliance with applicable data protection laws

11. Breach of Policy

Violation of this policy may result in:

- Disciplinary action
- Removal from role or affiliation
- Termination of involvement with GGI

Serious breaches may be reported to legal or regulatory authorities.

12. Acknowledgment

All individuals serving with or representing GGI are required to **acknowledge and comply** with this Safeguarding & Child Protection Policy as a condition of participation.

Guardian Girls International

Committed to safeguarding, dignity, and protection for women and girls worldwide.