

COMMUNITY ACTION FOR RURAL DEVELOPMENT SAFEGUARDING POLICY

1. INTRODUCTION:

Community Action for Rural Development is committed to creating a safe and secure environment for all individuals involved in its activities, including beneficiaries, staff, volunteers, and visitors. This safeguarding policy outlines our commitment to preventing and addressing any form of harm, abuse, or exploitation that may occur within our organization.

2. SCOPE:

This policy applies to all individuals involved with Community Action for Rural Development including but not limited to staff, volunteers, beneficiaries, partners, and visitors.

3. POLICY STATEMENT:

Community Action for Rural Development is dedicated to:

Protecting the welfare of all individuals involved in our activities.

Preventing all forms of abuse, exploitation, harassment, and discrimination.

Ensuring that everyone involved in our organization understands their responsibilities in safeguarding.

Responding promptly and appropriately to any safeguarding concerns that arise.

Providing support and guidance to those who report safeguarding concerns.

4. DEFINITIONS:

Abuse: Any action or lack of action that harms or injures an individual, including physical, emotional, sexual, or financial abuse.

Exploitation: Taking advantage of an individual's vulnerability for personal gain, including but not limited to forced labor, human trafficking, or sexual exploitation.

Harassment: Any unwanted behavior that causes distress or discomfort to an individual, including verbal, physical, or sexual harassment.

Discrimination: Treating individuals unfairly or unfavorably based on characteristics such as race, gender, age, disability, religion, or sexual orientation.

5. RESPONSIBILITIES:

Executive Committee: The Management Committee is responsible for ensuring that this safeguarding policy is implemented effectively and regularly reviewed.

President/ Secretary: The President/Secretary is responsible for overseeing the implementation of this policy and ensuring that staff and volunteers receive appropriate safeguarding training.

Staff and Volunteers: All staff and volunteers are responsible for safeguarding individuals involved in our organization, including reporting any safeguarding concerns to the President/Secretary.

President /Secretary is designated as the point of contact for all safeguarding concerns. They are responsible for receiving and responding to reports of safeguarding concerns in a timely and confidential manner.

6. REPORTING PROCEDURES:

Any individual who has a safeguarding concern should report it to the President/Secretary as soon as possible. Reports can be made in person, by phone, or in writing, and will be treated with the utmost confidentiality.

7. INVESTIGATION AND RESPONSE:

All safeguarding concerns will be taken seriously and investigated promptly and impartially. The President/Secretary will coordinate the investigation, ensuring that appropriate action is taken to address the concern and support any individuals affected.

8. TRAINING AND AWARENESS:

Community Action for Rural Development will provide regular safeguarding training to all staff and volunteers to ensure they understand their responsibilities and know how to recognize and respond to safeguarding concerns.

9. REVIEW AND MONITORING:

This safeguarding policy will be reviewed annually to ensure it remains up-to-date and effective. Any changes will be communicated to all individuals involved in our organization.

10. CONCLUSION:

Community Action for Rural Development is committed to creating a safe and secure environment for all individuals involved in our activities. This safeguarding policy reflects our dedication to preventing and addressing any form of harm, abuse, or exploitation within our organization.

Community Action for Rural Development Safeguarding Policy Last Reviewed and approved by the Executive Committee on 12.03.2026

12.03.2026

P. VEDACHALAM
SECRETARY & PROGRAM DIRECTOR