

SAFEGUARDING & PREVENTION: OUR COMMITMENT TO A SAFE COMMUNITY

PAL Network's Zero Tolerance Policy on Sexual Exploitation and Abuse (SPSEA)

PAL'S PROMISE: TRUST AND SAFETY

PAL Network is committed to safeguarding children and adults from all forms of harm and abuse. We uphold a strict zero-tolerance policy towards Sexual Exploitation and Abuse (SEA), ensuring a safe environment for everyone we work with.

Any breach of our safeguarding policy will result in immediate action, including termination and potential legal prosecution.



UNDERSTANDING SPSEA

Safeguarding:

Encompasses the mechanisms, processes, and procedures to protect individuals from physical, emotional, or sexual harm. Our goal is to minimize risk and ensure well-being.

Sexual Exploitation:

Any abuse of vulnerability, power, or trust for sexual purposes, including profiting from the sexual exploitation of another.

Sexual Abuse:

The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal conditions.



We will listen to you, respect your privacy and support you.



OUR GUIDING PRINCIPLES

- Zero Tolerance for Abuse and Exploitation
- Dignity and Respect for All
- Integrity in Action
- Safeguarding is Everyone's Responsibility
- Non-discrimination and equality
- Best interests of children and vulnerable adults
- Integrity, transparency, and accountability

SAFEGUARDING MEASURES: HOW WE ENSURE SAFETY

- Listening and feedback
- Awareness and standards
- Reporting mechanisms
- Background checks
- Staff training
- Risk assessments
- Safer programming
- Eradicating opportunities for abuse
- Rapid response
- Learning and improvement



OUR REPORTING PROCEDURES

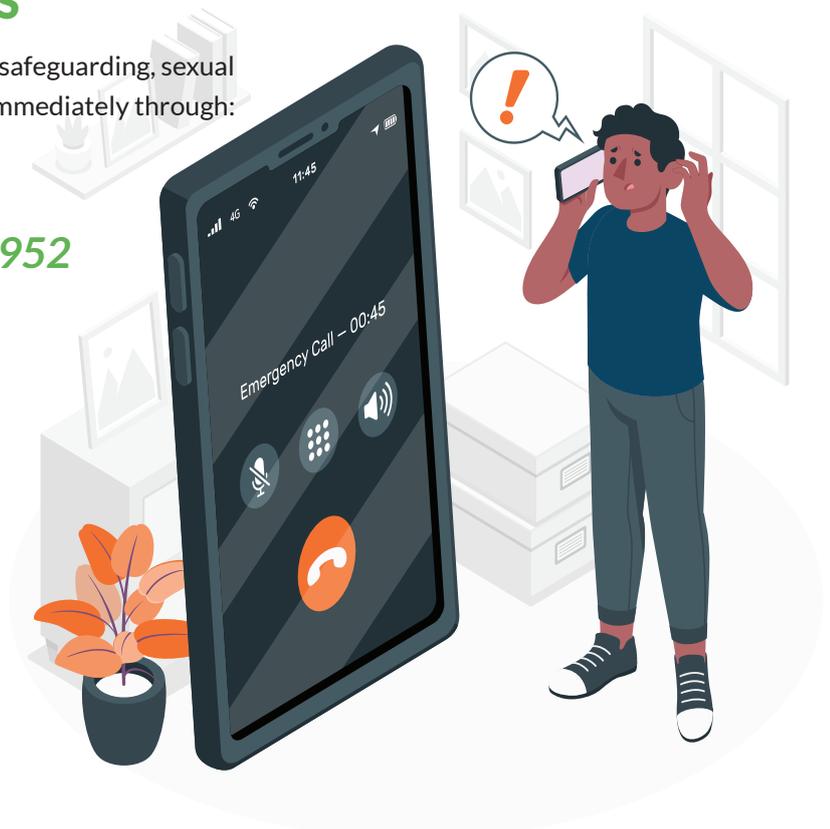
PAL Network takes all concerns seriously. If you have a safeguarding, sexual exploitation, or sexual abuse concern, please report it immediately through:

Email: safeguarding@palnetwork.org

Safeguarding Hotline: **+254 710 182 952**

What happens after a report is made?

1. The report is **received by PSEA focal person** and reviewed within **48 hours**.
2. An **investigation plan** is created.
3. Thorough **investigations are done**.
4. **Final report with findings and recommended actions** is presented.
5. **Action taken** by PAL Network.



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