

SAFEGUARDING AGAINST SEXUAL HARASSMENT, EXPLOITATION, AND ABUSE (SHEA), CHILD ABUSE, AND CHILD NEGLECT



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| PAGE | 1 / 1 |

POLICY STATEMENT

Equitable Health Access Initiative Nigeria (EHAI) is committed to creating and maintaining a safe, secure, and respectful working environment for our employees and those who engage with our organization. We recognize that Sexual Harassment, Exploitation, and Abuse (SHEA), Child Abuse, and Child Neglect are serious issues that can harm individuals and undermine our mission. Therefore, we have implemented a Safeguarding Policy to prevent and respond to any form of SHEA, Child Abuse, and Child Neglect within our organization.

SCOPE

This policy applies to all employees and stakeholders of EHAI, regardless of their level or position including agents, interns, sub-recipients, and others who come in contact with beneficiaries.

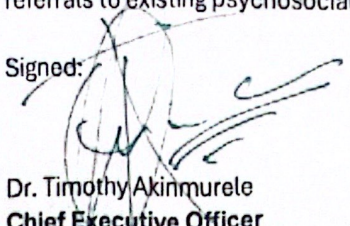
EHAI SAFEGUARDING POLICY

All EHAI staff and associated personnel and collaborators must adhere to the highest ethical standards in their interactions with project beneficiaries and maintain a culture of zero tolerance for SHEA, child abuse, and child neglect by prohibiting:

- All its employees, agents, interns, and other associated personnel or collaborators who come in contact with beneficiaries from engaging in, supporting, or advancing SHEA, child abuse, and child neglect.
- Sexual activity with children (persons under the age of 18) regardless of the defined age of majority or age of consent in Nigeria and any misconceptions about the child's age.
- All forms of transactional exchanges, such as money, employment, goods, services, or assistance owed to beneficiaries, for sex or any other form of humiliating, degrading, or exploitative behavior.
- EHAI commits to promoting the rights and well-being of all children, ensuring that all staff and associated personnel are aware of this policy and their responsibility to uphold our commitment to child protection.
- Raise awareness among program participants, and community members, including children about appropriate behaviors to expect from staff and how to report concerns.
- Incorporating child safeguarding into existing risk assessment processes, where appropriate; and mapping of local children services for referral, as needed.
- Seeking feedback from program participants and communities on the effectiveness of our actions to meet the standards and improvements needed.

Survivor-Centered Approach: EHAI is committed to providing support to survivors of SHEA and child abuse, including referrals to existing psychosocial and other assistance within their community.

Signed:


Dr. Timothy Akinmurele
Chief Executive Officer
4th November 2024