

STI Safeguarding Policy:

1 Protection from Sexual Harassment, Exploitation and Abuse, and Child Abuse

1. Policy Statement

Science Teachers' Initiative (STI) have a zero-tolerance policy for sexual exploitation and abuse including all forms of child abuses perpetrated by employees, personnel, sub-contractors, and partners. This policy is concerned with the Protection from Sexual Exploitation and Abuse (PSEA) of both adults and children. This includes direct or indirect beneficiaries of our programming, adults in the wider communities in which we work and those who come into contact with Save the Children or our representatives. This is reflected in our work with the community and the recruitment process. We affirm our commitment to eradicating them from our operations and offices and ensuring that all victims receive the support they need. Violation of safeguarding policies can lead to disciplinary action including dismissal and termination of contract. Our priority is saving children and adult from sexual exploitation and Abuses caused by our staff, work and affiliates. We have a number of policies in place that help us deliver our commitment to safeguarding. We adhere to the UN secretary bullet in special measures for protection from sexual exploitation and abuse and the six-core principle of IASC.

STI reaffirmed its goal of achieving full implementation of the six Core Principles adopted in 2002 by the Inter-Agency Standing Committee (IASC) Working Group on Prevention and Response to Sexual Exploitation and Abuse.

STI places human dignity at the center of its relief and development work. At the heart of STI's efforts to improve the quality of education in Africa and to promote the use of scientific knowledge, innovation, and research in solving socio-economic challenges; and its engagement with marginalized communities. In STI, we also recognize the particular responsibility we have to similarly promote human dignity and social justice within our own organization and maintain a safe and respectful workplace. We recognize the importance of organizational culture and accountability in creating a safe and supportive organization for our staff, our partners and the communities with whom we work.

At STI, we believe all people have a right to live their lives free from sexual harassment, exploitation and abuse, and that no child should be subjected to abuse of any form. We believe that sexual harassment, exploitation and abuse, and child abuse, are more likely to be exerted over particular groups of people due to inequalities and vulnerabilities, particularly those experienced by women, vulnerable adults and children. We recognize that there is unequal power between STI Employees and Related Personnel and the people we partner and work with throughout our programs, and also between people within our organization. We expect that our power will not be used to advantage ourselves or cause harm to others.

STI recognizes we have a responsibility to protect people we work with, and who work for us, and we will continuously strive to prevent sexual harassment, exploitation and abuse and child abuse from happening. We take seriously all reports of sexual harassment, exploitation and abuse, and child abuse. Our actions are informed by a survivor-centered approach which means that the needs and wishes of survivors guide our response, that survivors are treated with dignity and respect, and the rights of survivors to privacy and support are prioritized.



We will carefully examine allegations and investigate, and take appropriate disciplinary action where this is needed, taking into consideration the rights and interests of the survivor, consistent with STI's survivor-centered approach. We make very clear that sexual harassment, exploitation and abuse, and child abuse in any form, perpetrated by our staff, contractors, partners or other related person

2. Scope of Application

This policy applies to all STI's Employees and Related-Personnel:

- STI Employees include all employees of any STI entity, STI Members¹, STI Affiliates and STI Country Offices;
- Related Personnel includes board members, volunteers, interns, visitors and international and local consultants, in addition to individual and corporate contractors of these entities and related personnel. This includes non-STI entities and their employees and individuals who have entered into partnership, sub- grant or sub-recipient agreements with STI, as well as community volunteers and incentive workers. ²

The policy applies both during, and outside, normal work hours. Actions taken by STI Employees and Related Personnel outside of working hours that are seen to contradict this policy will be seen as a violation of this policy.

Further definitions related to this policy are included in Annex 2.

3. STI's Safeguarding Commitments

Organizational Culture, Leadership and Accountability

- 3.1 **STI will make every effort to promote, create and maintain a safe organizational culture** for all people who work for and with STI, including our partners and the communities where STI works. At all times, it is expected that STI's leaders will promote STI's safeguarding values by highlighting the organization's commitment to equality, diversity and respect for others. STI will create an environment where it is safe to address sexual harassment, exploitation and abuse, and child abuse.
- 3.2 **STI will develop organization-specific safeguarding strategies**, with appropriate levels of dedicated capacity and allocated resources at all levels of the organization, to prevent and respond to sexual harassment, exploitation and abuse, and child abuse.
- 3.3 **STI will ensure high-level oversight and accountability** around its safeguarding efforts. We will do this through monitoring and reviewing our safeguarding performance and seeking feedback from STI Employees and Related Personnel, partners, program participants and communities where STI works, on the effectiveness of our safeguarding measures. We are committed to continuous learning and improvement to prevent and respond to sexual harassment, exploitation and abuse, and child abuse. We will be accountable and transparent in communicating our efforts and progress to various internal and external audiences, including STI governance and leadership structures, staff, donors, partners, the wider sector and communities. All information shared will be informed by a survivor-centered approach and risk assessment.

People Management

- 3.4 **STI will seek to employ staff who are aligned with our vision, mission and values, and, in compliance with applicable laws, prevent known perpetrators of sexual harassment, exploitation and abuse and child abuse from being (re)hired or (re)deployed.** We will incorporate appropriate job responsibilities in leadership, managers and other staff positions. Managers and Human Resource teams will ensure robust recruitment screening processes for all personnel, particularly for personnel who will have any direct or indirect contact with children and/or vulnerable adults. We may include in performance management/ feedback processes of senior managers, the adherence to create and maintain an environment which promotes this policy and Safeguarding Code of Conduct and to prevent sexual harassment, exploitation and abuse, and child abuse.
- 3.5 **STI will ensure all personnel are aware of our Safeguarding Policy, our expected behaviors and conduct, and how to report wrongdoing** by incorporating STI's expectations on the prevention of sexual harassment, exploitation and abuse, and child abuse in relevant codes of conduct, new employee orientations, awareness raising training and refresher courses, and through regular internal communications.

Partners

3.6 STI will promote and require safeguarding with partners. STI will ensure adequate safeguarding assessments as part of due diligence processes when considering new and existing partnerships. We will choose our partners based on their commitment to social justice and equality, their organizational values, and how they safeguard their staff and program participants, as well as on their suitability to deliver the work we require of them. We will ensure that when engaging in partnerships, sub-grant or sub-recipient agreements, these agreements: a) incorporate this Policy as an attachment or otherwise implement reasonable due diligence and monitoring procedures of its sub-awards consistent with this Policy; b) include the appropriate language requiring such contracting entities and individuals, and their employees and volunteers to abide with a Code of Conduct that is pursuant to the standards of this Policy; and c) The commitments are based on and further extend the commitments defined within the Statement of Commitment Relating to Sexual Exploitation and Abuse by UN and non-UN Personnel, August 2008, which expressly state that the failure of those entities or individuals, as appropriate, to take preventive measures against sexual harassment, exploitation and abuse, and child abuse, to investigate and report allegations in a timely manner, or to take corrective actions when sexual harassment, exploitation or abuse, or child abuse has occurred, shall constitute grounds for STI to terminate such agreements. We will work collaboratively to build capacity in our respective organizations to achieve our safeguarding commitments. We will respect our partners, sub-grantees and sub-recipients and where possible and necessary, support them in having the skills and capacity to fulfil their responsibilities consistent with this policy. For vendors, consultants, independent contractors and the like, STI may incorporate this Policy as an attachment to any written agreement or otherwise develop a summary of the requirements contained in this Policy and the provisions noted in this section.

- 3.7 STI will collaborate on safeguarding within the sector**, including with communities, other organizations, donors, governments, global civil society networks and local partners, to advance our practices and contribute to wider efforts to prevent and respond to sexual harassment, exploitation and abuse, and child abuse.

Embedding Safeguarding in our Work

- 3.8 STI will undertake safeguarding risk assessments** to identify areas of safeguarding and sexual harassment, exploitation, and abuse, and child abuse risks, and document steps that are being taken to remove or reduce these risks.
- 3.9 STI will incorporate safeguarding measures into programs and throughout the project cycle.** We will do this through our collaborative program design approach, including with our partners and program participants, at all stages to produce better design, monitoring and evaluation of safeguarding in our programs. We aim to identify and mitigate, or minimize, risks arising from our programs.
- 3.10 STI will ensure that multiple mechanisms for reporting sexual harassment, exploitation and abuse, and child abuse are accessible** and sensitive to the differing needs of anyone wishing to report, including vulnerable adults and children most at risk of sexual harassment, exploitation and abuse, and child abuse, the communities we work with, our partners, and STI Employees and Related Personnel. We will involve program participants in the design, monitoring and evaluation of community-based reporting mechanisms. We will include documented reporting procedures in relevant local languages. We will raise community awareness on the expected behaviors of our Employees and Related Personnel and on how to make a report. STI will ensure that anyone responsible for receiving reports understands how to carry out their duties and handle them in a safe and confidential manner. We will be transparent with survivors around any obligations or actions that may need to be taken as a result of their report, including referral to third parties. All actions will be informed by an assessment of risk to all those involved.

Response and follow up to Reports

- 3.11 STI will provide support and assistance to complainants and to anyone who has experienced sexual harassment, exploitation and abuse, or child abuse by STI Employees and Related Personnel.** This may include medical treatment, legal assistance and psycho-social support. Our support and assistance will be informed by a survivor-centered approach, feasibility, and an assessment of risk to all those involved.
- 3.12 STI will take appropriate actions to the best of STI's abilities to protect persons from retaliation** where allegations of sexual harassment, exploitation and abuse, or child abuse involving STI Employees or Related are reported in good faith.
- 3.13 STI will ensure that all allegations of sexual harassment, exploitation and abuse, and child abuse by STI Employees and Related Personnel are thoroughly examined, risk-assessed, and where needed, investigated and/or referred to another agency for investigation or reported to law enforcement.** STI's investigations will be conducted in a timely, safe and professional manner by those with appropriate training and experience in sensitive investigations and informed by gender-sensitive and

Survivor-centered approaches. Investigations will include an assessment of risk to all those involved. We will collaborate with our partners to have the capacity to investigate allegations of sexual harassment, exploitation and abuse, and child abuse by their staff.

3.14 STI will take swift and appropriate action with any Employee or Related Personnel who breach this policy by perpetrating sexual harassment, exploitation and abuse, and child abuse. This may include administrative or disciplinary action, legal action, and/or referral to the relevant authorities for appropriate action, including criminal prosecution, in the abuser's country of origin as well as the host country. All actions will be informed by a survivor-centered approach and an assessment of feasibility and risk to all those involved.

4. STI's Safeguarding Code of Conduct

STI's capacity to achieve its vision and mission depends upon the individual and collaborative efforts of all STI Employees and Related Personnel. To this end, all STI Employees and Related Personnel must uphold and promote the highest standards of ethical and professional conduct and abide by STI's policies. This policy defines the safeguarding conduct to be followed by all STI Employees and Related Personnel to protect anyone, from sexual harassment, exploitation and abuse, and child abuse by STI Employees and Related Personnel.

This Safeguarding Code of Conduct is intended to provide an illustrative guide for STI Employees and Related Personnel to make decisions that exemplify STI's broader Code of Conduct and core values in their professional and personal lives. Any violation of this Safeguarding Code of Conduct is a serious concern and may result in disciplinary action, up to and including dismissal, in accordance with disciplinary procedures of each STI International Member or Affiliate and applicable laws. All STI Employees and Related Personnel must read and sign this Safeguarding Code of Conduct.

5. Responsibilities

5.1 All STI Employees and Related Personnel

All STI Employees and Related Personnel share an obligation to prevent report and respond to sexual harassment, exploitation and abuse and child abuse. It is the responsibility of all STI Employees and Related Personnel to uphold STI's Safeguarding Policy and Safeguarding Code of Conduct. All STI Employees and Related Personnel must read this policy and either sign the Safeguarding Code of Conduct or sign a Code of Conduct that is consistent with or references this policy and Safeguarding Code of Conduct. They are to: 1) Uphold the code of conduct and PSEA-related policies 2) Actively participate in SEA-related trainings and awareness-raising efforts, including support for dissemination of PSEA materials. 3) Report allegations of SEA through the designated reporting channels. 4) Participate in investigations of SEA allegations as appropriate 4) Identify and mitigate/avoid SEA-related programme risks (particularly for personnel involved in programming)

5.2 Managers, Supervisors and Human Resource Managers

Managers, Supervisors and Human Resource Managers must ensure that all STI Employees and Related Personnel understand and comply with STI's Safeguarding Policy and either sign the Safeguarding Code of Conduct or sign a Code of Conduct that is consistent with or references this policy and Safeguarding Code of Conduct. **Human Resource Managers are also responsible for:**

- 1) Conduct screening for past SEA violations, and other code of conduct and policy violations (e.g. fraud, corruption, abuse of power), as part of recruitment process.
- 2) Ensure all personnel sign the organization's code

of conduct. 3) Integrate a PSEA clause in contract agreements, including when subcontracting. 3) Support communication with personnel during investigation of SEA allegations. 5) Keep PSEA-related documents of personnel on file, including signed codes of conduct, whilst **Managers and Supervisors are responsible** for ensuring staff have a thorough awareness and sensitization to this policy and the issues it raises. Managers must ensure that all staff with specialized duties towards this policy have the appropriate experience, training and support available to them, including staff responsible for receiving and handling sensitive reports and staff responsible for investigations. Managers will ensure performance management of staff, supports an accountable and safe organizational culture to prevent sexual harassment, exploitation and abuse, and child abuse. In addition, **Managers Must:** 1) Provide oversight of PSEA prevention and response. 2) Review and update PSEA-related policies and guidance. 3) Ensure attention and resources to PSEA across the organization. 3) Facilitate and oversee investigations of SEA allegations. 4) Coordinate with other organizations on PSEA, including donors

5.3 Country Directors/Representatives/STI senior leadership in any country/region

Country Directors or representatives must provide clear guidance and demonstrate how the organization, across its operations, will make every effort to protect all people from sexual harassment, exploitation and abuse, and child abuse in the delivery of STI projects and programs in-country. Country Directors must ensure that culturally appropriate, safe and accessible, community-based reporting mechanisms are developed, implemented, and monitored and reviewed for effectiveness. This includes awareness-raising with program participants and STI Employees and Related Personnel about protection from sexual harassment, exploitation and abuse, and child abuse, and how to use the reporting mechanisms. Country Directors lead STI's work with local partners to ensure appropriate support, assessment, and monitoring of partner commitments in relation to this Policy. Country Directors will also make every effort to ensure that complaints handling, and investigation procedures are enacted, along with appropriate employee disciplinary procedures as necessary. Country Directors are responsible for ensuring that good quality and appropriate survivor support services are researched and made available in their location.

5.4 STI Members and Affiliates

The National Directors of STI Members and Affiliates are responsible for implementation of this policy. STI Members and Affiliates will ensure this policy is reflected in their own codes of conduct. STI Members and Affiliates are responsible for defining and appropriately resourcing work plans and procedures to uphold and operationalize this policy as well as monitoring and reporting on performance against this policy utilizing standard key performance indicators and methodology. STI Members and Affiliates must have in place reporting and investigation procedures, and employee disciplinary procedures for their staff which complement and support Country Office procedures.

STI Lead Members will provide the necessary support to Country Offices to ensure Country Offices have in place the necessary staff skills, budget guidance for putting this policy in place, reporting mechanisms, investigations procedures, survivor assistance support, and guidelines for reporting on performance against this policy.

5.5 STI Secretariat

The STI Secretariat will coordinate oversight of this policy in collaboration with STI Member and

Affiliate focal points, and review and update the policy according to the timeframe specified in the policy. The STI Secretariat will monitor and report against this policy utilizing standardized data for accountability.

5.6 STI Boards

The Boards of STI Members and Affiliates, and the STI Supervisory Board, are accountable for this Safeguarding Policy and require from leadership regular reports on policy implementation and risks to inform their guidance for the organization.

5.7 PEA Focal Point

The role of the PSEA focal point is to have a designated staff member who 1). supports senior management in coordinating the development and implementation of PSEA policy and procedures. 2) Report concerns or issues with PSEA implementation to senior management 3) Receive reports of SEA allegations and coordinate the response 4) Conduct training and awareness-raising of personnel and others on PSEA 5) coordinate with other relevant actors on PSEA, including inter-agency efforts

5.8

6. Associated Policies

This policy is complementary to the set of standards of behavior that all STI employees are required to adhere to in the:

- STI Code of Conduct and Code of Ethics
- STI Gender Equality Policy
- STI Stories and Images Consent Policy
- STI Child Protection Policy
- STI Anti-Fraud and Corruption Policy
- any further codes or related policies defined by the STI Secretariat, STI Members, STI Affiliates and STI Country Offices.

This Policy is also a response to STI's accountability to the communities it works with and is therefore to be operationalized as part of the broader STI Accountability Framework.

Our approach to preventing the abuse and exploitation of adults and Children

Science Teachers' Initiative (STI) is committed to preventing the sexual exploitation and abuse of adults and children, including through the following means:

Awareness: Ensuring that all staff, representatives and third parties connected to Science Teachers' Initiative are aware of the high standards of behavior and conduct expected of them to protect adults and children from any form of sexual abuse and exploitation in their private and working lives.

Prevention: Ensuring, through awareness and good practice, that staff and those who work with STI minimize the risks of any form of sexual exploitation and abuse, including but by no means limited to conducting relevant vetting and background checks of staff as part of their recruitment process.

Reporting: Ensuring that all staff and those who work with Science Teachers' Initiative are clear on



what steps to take where suspicions or concerns arise regarding allegations of sexual exploitation or abuse of adults and children in vulnerable populations where we work.

Responding: Ensuring that immediate action is taken to identify and address reports of sexual exploitation and abuse and ensure the safety and well-being of the person being sexually exploited or abused.

Zero Tolerance: At Science Teachers' Initiative, we have a culture of zero tolerance for all forms of abuse and mistreatment, including Sexual Exploitation and Abuse, Harassment, Intimidation and Bullying. This means that every single concern is fully responded to and where necessary prompt action (including conducting an investigation and taking disciplinary action, if applicable) is taken. It means that we will hold our people to account against the same standards and subject them to the same processes, as everyone else regardless of their position or reputation within the organization.

6 ANNEX 1 - STI's Safeguarding Code of Conduct

STI's capacity to achieve its vision and mission depends upon the individual and collaborative efforts of all STI Employees and Related Personnel. To this end, all STI Employees and Related Personnel must uphold and promote the highest standards of ethical and professional conduct and abide by STI's policies. The STI Safeguarding Policy, and this Safeguarding Code of Conduct, define the safeguarding conduct to be followed by all STI Employees and Related Personnel to protect anyone, from sexual harassment, exploitation and abuse, and child abuse, by STI Employees and Related Personnel.

This Safeguarding Code of Conduct is intended to provide an illustrative guide for STI Employees and Related Personnel to make decisions that exemplify STI's broader Code of Conduct and core values in their professional and personal lives. Any violation of this Safeguarding Code of Conduct is a serious concern and may result in disciplinary action, up to and including dismissal, in accordance with disciplinary procedures of each STI International Member or Affiliate and applicable laws. All STI Employees and Related Personnel must read and sign this Safeguarding Code of Conduct.

As a STI Employee or Related Personnel, I will –

1. create and maintain a safe and equitable organizational culture that prevents and opposes sexual harassment, exploitation and abuse, and child abuse.
2. treat everyone with dignity and respect and challenge attitudes and behaviors that contravene the STI Safeguarding Policy and Safeguarding Code of Conduct.
3. immediately report any concerns I have regarding possible violations of the Safeguarding Policy or Safeguarding Code of Conduct, whether by a STI Employee or by Related Personnel. I understand that failure to report any concerns may lead to disciplinary action. I will ensure I am aware of the options available to me to report and that when I report a concern or allegation, I will do so confidentially.
4. share sensitive information I may be aware of that relates to concerns of sexual harassment, exploitation and abuse or child abuse, whether involving staff, program participants or others in the communities where STI works, through the reporting options available to me. I understand that for respect, dignity and safety of everyone involved, it is essential that I maintain confidentiality about any concerns or information I am aware of and only share information with staff of the appropriate function who need to know such information. I am aware that breach of this policy may put others at risk and will therefore result in disciplinary procedures.
5. disclose to STI any civil judgment or criminal conviction that relates to allegations made against me of sexual harassment, exploitation or abuse of anyone.
6. always make sure I have another adult present when working with children.
7. always ensure that for work-related purposes when I photograph or film a child, I:
 - comply with local traditions or restrictions for reproducing personal images,
 - obtain informed consent from the parent or guardian of the child, before photographing or filming a child, explaining how the photograph or film will be used,
 - ensure photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner,

- ensure children are adequately clothed and not in poses that could be seen as sexually suggestive,
 - ensure images are honest representations of the context and the facts, and
 - ensure file labels do not reveal identifying information about a child, for example, name and exact location.
8. protect, manage and utilize STI human, financial and material resources appropriately and will never use STI resources, including the use of computers, cameras, mobile phones or social media, to exploit, groom or harass participants of STI programs, children or others in the communities in which STI works. I am aware that this means that it is prohibited for staff to access, display or transmit offensive and/or pornographic material on any STI -provided or subsidized electronic device (e.g. computer, tablet, phone) at any time, or on any personal electronic device on a STI network in the workplace.

As a STI Employee or Related Personnel, I will not -

1. sexually harass, exploit or abuse anyone and understand that these behaviors constitute acts of gross misconduct and are therefore grounds for disciplinary action, up to and including dismissal.¹¹
2. engage in any form of sexual activity or develop physical/sexual relationships with children (persons under the age of 18) regardless of the age of consent locally. I understand that ignorance or mistaken belief in the age of a child is not a defence.¹²
3. exchange money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behavior. I understand this means I must not buy sex from anyone at any time, or exchange assistance that is due to programme participants / beneficiaries for sex.^{13 14}
4. engage in any sexual activity or sexual relationship with program participants/ beneficiaries. I am aware that such relationships are prohibited. I understand that such relationships are based on an improper use of my position and inherently unequal power dynamics and may undermine the credibility and integrity of STI's work. I understand I must declare any previously existing relationships with programme participants/ beneficiaries to my line manager or HR manager. I will seek guidance on this prohibition from appropriate management.
5. request any service or sexual favor from participants of STI programs, candidates, children or others in the communities in which STI works, and will not engage in sexually harassing, exploitative or abusive relationships.
6. support or take part in any form of sexually exploitative or abusive activities, including, for example, child pornography, trafficking of human beings or child marriage.
7. hire children for domestic or other labor, which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities or which places them at significant risk of injury or exploitation.
8. use language or behavior towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.

**And will abide by IASC Six Core Principles Relating to Sexual Exploitation and Abuse, 2019
[EN/AM/OM/SO/TI/SK]**

1. “Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment.
2. Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief regarding the age of a child is not a defense.
3. Exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behavior is prohibited. This includes exchange of assistance that is due to beneficiaries.
4. Any sexual relationship between those providing humanitarian assistance and protection and a person benefitting from such humanitarian assistance and protection that involves improper use of rank or position is prohibited. Such relationships undermine the credibility and integrity of humanitarian aid work.
5. Where a humanitarian worker develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same agency or not, he or she must report such concerns via established agency reporting mechanisms.
6. Humanitarian workers are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Managers at all levels have particular responsibilities to support and develop systems which maintain this environment.”

7 ANNEX 2

8 Definition

What is Sexual Exploitation and Abuse?

Sexual Exploitation and Abuse refers to all forms of inappropriate conduct of a sexual nature. This includes, but is not limited to:

- Exchanging money, employment, goods or services for sex, including sexual favors or other forms of humiliating, degrading, or exploitative behavior;
- Sexual activity with commercial sex workers in countries where TI is delivering programming whether or not prostitution is legal in the host country; and
- Use of a child or adult to procure sex for others.

Sexual exploitation and abuse are a violation of fundamental human rights. It can also be a criminal act. STI is committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure the exploitation and abuse of adults and a child is not taking place anywhere in our own business or in any of our supply chains or partnerships. Science Teachers' Initiative (STI) is committed to ensuring there is transparency in our own business and in our approach to preventing and responding to any safeguarding violations against adults throughout our supply chains, and relationship with third parties. In addition we are committed to ensuring our approach is consistent with our national and international disclosure obligations, and shall comply with all applicable laws, statutes, regulations and codes from time to time in force, including:

- All relevant laws related to protection from sexual abuse, violence and harm, and those outlining measures for reporting known or alleged cases of abuse;
- Applicable laws in the countries where Science Teachers Initiative operates; and
- UN Secretary General's Bulletin: Special Measures for Protection from Sexual Exploitation and Abuse

Where the guidance in this policy conflicts with any applicable laws or regulations, the higher standard must be observed at all times.

A Child

A child is any individual under the age of 18, irrespective of local country definitions of when a child reaches adulthood.

9 Adults experiencing vulnerability

Anyone 18 years or over who -

- is unable to take care of themselves/ protect themselves from harm or exploitation; or
- due to their gender, mental or physical health, disability, ethnicity, religious identity, sexual orientation, economic or social status, or as a result of disasters and conflicts, are deemed to be at risk.
- is in a situation of subordination and therefore experiencing a power differential putting them at risk

Sexual favors:

Any sexual or sexualized acts, in exchange for something such as money, goods, services, opportunities and so on. Also includes demands for inappropriate photographs, filming, and

exposure to pornography and so on.

10 Sexual Harassment

Sexual harassment is any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment. While typically involving a pattern of behavior, it can take the form of a single incident.

11 Sexual Exploitation:

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.

12 Sexual Abuse

Sexual abuse means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. Including inappropriate touching, by force or under unequal or coercive conditions, sexual assault and rape. It may also include threatened or actual non-physical intrusion (unwanted and/or uninvited exposure to pornography, texts, images, and so on, the sharing of images, texts and so on, demands for sexualized Photographs etc.).

Child Exploitation and Abuse (involves one or more of the following)

a. Physical abuse

Physical abuse occurs when a person purposefully injures or threatens to injure a child. This may for instance, take the form of slapping, hitting, punching, shaking, kicking, beating, burning, shoving or grabbing. Physical abuse can be a single or repeated act. It does not always leave visible marks or injuries.

b. Emotional abuse

Emotional abuse is inappropriate verbal or symbolic acts toward a child or a pattern of failure over time to provide a child with adequate non-physical nurture and emotional availability. Such acts have a high probability of damaging a child's self-esteem or social competence.

c. Neglect

Neglect is the failure to provide a child (where they are in a position to do so) with the conditions that are culturally accepted as being essential for their physical and emotional development and well-being.

d. Sexual Misconduct with a Child

Sexual Misconduct with a Child is any form of sexual activity with a child. It is evidenced by an activity between a child and an adult or another child who by age or development is in a relationship of responsibility, trust or power, the activity being intended to gratify or satisfy the needs of the other person. It may include, but is not limited to, contact or non-contact activities, the inducement or coercion of a child to engage in any sexual activity, the use of a child in prostitution or other sexual practices, or exposing a child to online sexual exploitation material, the use of children in pornographic performances and materials, or taking sexual exploitative images of children.

13 Grooming

The cultivation of emotional relationships with those in positions of vulnerability or inequitable power, with the intention of manipulating these relationships into sexualized dynamics in the future. Grooming generally refers to behavior that makes it easier for an offender to procure a child or vulnerable adult for sexual activity. It often involves the act of building the trust of children and/or their carers or a vulnerable adult, to gain access to them in order to sexually abuse them. For example, grooming includes the provision of, or attention paid to a specific child or adult, providing gifts, money, drugs or alcohol to them, encouraging romantic feelings or exposing them to sexual concepts through conversation or exposure to pornography.

Online grooming is the act of sending an electronic message, series of messages or engaging over an online platform with content that may be of an indecent nature, with the intention of procuring the recipient to engage in or submit to sexual activity with another person, including but not necessarily the sender.

Both children and vulnerable adults can be victims of grooming and online grooming, with children being particularly targeted by online groomers.

14 Safeguarding

The measures we take to prevent, report and respond to harm or abuse and to protect the health, well-being and human rights of anyone that comes into contact with STI, whether it is STI Employees and Related Personnel, partners, program participants and communities.

15 Community Volunteer

Persons from the local community where STI is working and who undertake tasks for STI on a voluntary nature.

16 Incentive Worker

A person who is provided an incentive to do tasks for STI that have a temporary and voluntary character. Incentive workers may, for example, be people with refugee status, internally displaced peoples, returnees, or members of the host community, who are working for STI by doing tasks in return for incentives.

17 Visitors

Refers to a range of persons who are visiting STI offices or programs, including donor representatives, journalists, media, researchers, celebrities, family members.

18 ANNEX 3

Background

STI is committed to Eliminating Sexual Exploitation and Abuse by UN and Non-UN personnel”, including Standards to support progress made towards eliminating sexual exploitation and abuse by personnel. STI reaffirmed its goal of achieving full implementation of the six Core Principles adopted in 2002 by the Inter-Agency Standing Committee (IASC) Working Group on Prevention and Response to Sexual Exploitation and Abuse.

In 2013, STI developed its first core policy on protection from sexual exploitation and abuse, based on the IASC Core Principles and Commitments.

In August 2017, STI expanded its policy on protection from sexual exploitation and abuse to specifically incorporate the broader concerns on child abuse. These affirmations demonstrate the determination by STI to prevent and respond to acts of sexual exploitation and abuse and child abuse by STI Employees and Related-Personnel.

In MAY 2022, STI reviewed and expanded its policy into this broader STI Safeguarding Policy (effective 15 MAY 2022) to include:

- protection from sexual harassment into the core of the policy;
- a strict prohibition on sex between STI Employees and Related Personnel and program participants;
- clarity that child marriage is prohibited;
- visitors, community volunteers and incentive workers within the scope of application;
- clarity that the policy applies during and outside of work hours;
- our survivor-centered approach with a focus on confidentiality for the survivor and all concerned;
- a safety and risk mitigation approach to our safeguarding work;
- a recognition of our collaboration and support with partners;
- clarity on the organizational commitments by STI and inclusion of a Safeguarding Code of Conduct for staff; and, structural changes by placing the Safeguarding Code of Conduct, definitions and policy background as annexes.

Acknowledgement of Receipt:

STI Safeguarding Policy



I declare that:

- I have read, understood, and agree to adhere to the STI Safeguarding Policy, I will follow the procedures detailed in the STI safeguarding Policy.
- I have never been accused of, arrested, or convicted of any offense involving sexual exploitation, abuse, or child abuse, as those terms are defined in the Protection Policy.
- I understand that I must fully cooperate in the investigation of any violation of this policy, including if I am accused of misconduct.
- I agree that if I become aware of any suspicion or an allegation of a violation of this policy, I must report the matter as described in the Protection Policy.

Name: _____

Position/Role: _____

Signature: _____

Date: _____

*** If you are unable or unwilling to sign this form, please contact your local HR leader or STI representative.*