



UDVABONI MOHILA SANGSTHA



SAFEGUARDING POLICY

(Promoting Safety, Dignity, and Protection for All)



SAFETY



PROTECTION



DIGNITY



INCLUSION



ACCOUNTABILITY

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Introduction

Udvaboni Mohila Sangstha is committed to creating a safe and respectful environment for all individuals.

Udvaboni Mohila Sangstha is dedicated to ensuring a secure, inclusive, and respectful environment for all beneficiaries and stakeholders. The organization strictly prohibits all forms of abuse, exploitation, harassment, discrimination, and neglect. All staff members, volunteers, and partners are expected to comply with this safeguarding policy.

The Sangstha will organize regular training and awareness sessions to strengthen safeguarding practices. Any violation of this policy may result in disciplinary action, suspension, termination, or legal proceedings where necessary.

The Sangstha encourages transparency, accountability, and cooperation to maintain a strong safeguarding culture across all activities.

Purpose of the Policy

This policy aims to prevent abuse, exploitation, neglect, and harassment in all organizational activities.

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Scope of the Policy

This policy applies to staff, volunteers, consultants, donors, and partner organizations.

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Core Safeguarding Principles

The Sangstha believes in equality, dignity, accountability, and zero tolerance for abuse.

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Child Protection Standards

Children must be protected from physical, emotional, and sexual abuse at all times.

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Protection of Women and Girls

Women and girls must be protected from violence, exploitation, and discrimination.

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Protection of Vulnerable Adults

Special protection shall be ensured for elderly and vulnerable persons.

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Roles and Responsibilities

All representatives are responsible for implementing safeguarding standards.

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Code of Conduct

Professional and ethical behavior is mandatory for all representatives.

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Recruitment and Vetting

Recruitment procedures shall include ethical screening and safeguarding checks.

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Reporting Mechanism

All safeguarding concerns must be reported immediately and confidentially.

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Investigation Procedure

Investigations shall be fair, professional, and confidential.

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Confidentiality and Data Protection

All safeguarding information must remain confidential and protected.

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Online and Digital Safety

Digital communication must prioritize safety and privacy.

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Monitoring, Review and Approval

This policy shall be reviewed regularly for effectiveness.

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DECLARATION & APPROVAL

Udvaboni Mohila Sangstha officially adopts this Safeguarding Policy as part of its commitment to protecting children, women, and vulnerable individuals.

APPROVAL

This Emergency Response Policy is approved and adopted by Udvaboni Mohila Sangstha and shall be applicable to all organizational emergency preparedness, response, and recovery activities.

Maria Bhuiyan Marry

Executive Director

Udvaboni Mohila Sangstha

Damodar, Phultala, Khulna-9210, Bangladesh.

Date: 24 June 2026


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