

# AFGHANISTAN SOCIETY

## Safeguarding Policy

### **1. Prevention of Sexual Exploitation and Abuse policy**

The Afghanistan Society has a zero-tolerance policy of sexually abusive or exploitative acts being perpetrated by trustees, member, volunteers or anyone associated with the delivery of our events and other activities (hereinafter called AS Personnel). AS Personnel are bound to uphold this policy and to report people or incidents that they believe contravene it. AS Personnel have a duty to ensure that allegations of sexual exploitation and abuse are investigated and that appropriate measures are taken. The Afghanistan Society is committed to regularly review this policy.

### **2. Child Protection Policy**

The Afghanistan Society believes all children under the age of 18 have a right to protection from abuse and exploitation. The Afghanistan Society will not tolerate any child abuse or exploitation; it goes against the beliefs, values and aims of the organisation.

The Afghanistan Society is not a charity where working with children is a core focus of our work, but our events and other activities may bring AS personnel into contact with children.

There is a responsibility to ensure all those involved with the activities of The Afghanistan Society are given clear guidance about the standards of behaviour and practice required when they are in contact with children. Trustees and volunteers should read and understand the UK Government's guidance "Working together to Safeguard Children"

### **3. Adult Protection Policy**

The Afghanistan Society will not tolerate the abuse of adults-at-risk in any of its forms. AS is committed to operating in a way that minimises the risk of abuse by supporting adults-at-risk who are vulnerable, are experiencing or have experienced abuse and working to end any abuse that is taking place.

### **4. Anti-Bullying and Harassment Policy**

The Afghanistan Society believes that all people should be treated with dignity, fairness and respect. Consequently, we will not tolerate the harassment (sexual or non-sexual) or bullying of any AS personnel while at any Afghanistan Society meeting or event. Any allegation of harassment or bullying will be dealt with seriously in a robust and timely manner with fairness and sensitivity.

## **5. Disclosure of Malpractice in The Afghanistan Society**

It is vital that everyone associated with The Afghanistan Society maintains the highest standards of conduct, integrity and ethics and complies with all applicable legislation. If any person has genuine concerns about malpractice, then they are encouraged to communicate these without fear of reprisal and in the knowledge that they will be protected from victimisation.

AS Personnel should raise concerns as soon as possible with either of the Co-Chairs, or the Secretary should the concern affect both co-chairs. Other trustees will then be consulted as appropriate.

Examples of malpractice include, but are not limited to, the following:

- a. A criminal offence including theft or fraud
- b. A failure to comply with any legal obligations
- c. A miscarriage of justice
- d. Damage to the health and safety of any individual
- e. Damage to the environment
- f. Sexual misconduct or exploitation
- g. Abuse of exploitation of children
- h. Bullying of AS personnel
- i. The deliberate concealment of information that may lead to any of the examples listed above

If AS Personnel have a genuine concern and have a reasonable belief it is in the general interest to report that concern, even if it subsequently is found that they were mistaken, then they will not be at risk of being expelled from The Afghanistan Society as a result. This assurance will not be extended to AS personnel who maliciously raise a matter which they know to be untrue.