



IAVI Safeguarding Policy

April 29, 2022

I. Purpose

The purpose of this Safeguarding Policy is to describe IAVI's commitment to safeguard children and vulnerable adults that served by IAVI programs or come into contact with IAVI employees implementing those programs.

II. Scope

This policy applies to all people who are employed by IAVI, including temporary and contract employees, consultants, contractors, sub-recipients, volunteers, interns, and anyone else working on behalf of or representing IAVI.

III. Introduction

IAVI is committed to ensuring lawful, responsible and ethical behavior in all of its activities. As part of that commitment, IAVI strictly prohibits abuse, exploitation and neglect of children and vulnerable adults by IAVI employees. IAVI also maintains policies aimed to deter and stop abuse, exploitation and neglect of children and vulnerable adults that are witnessed by, reported to, or suspected by IAVI employees. IAVI further commits to take precautions in the planning and implementation of its programs to prevent harm to children and vulnerable adults.

IAVI endorses and supports the principles of the Universal Declaration of Human Rights (UN, 1948); the UN Convention on the Rights of the Child (UNICEF, 1989); the Declaration on the Elimination of Violence Against Women (UN, 1993); the Child Abuse Prevention and Treatment Act (1988), the Secretary-General's Bulletin on Special Measures for Protection from Sexual Exploitation and Sexual Abuse (2003) and the Standard Provisions for U.S. Nongovernmental Organizations (USAID, 2015).

IV. Definitions

The terms used in this Safeguarding Policy are defined as follows:

- **Employees:** All people employed by IAVI, including temporary and contract employees, consultants, contractors, sub-recipients, volunteers, interns, and anyone else working on behalf of or representing IAVI.
- **Child:** A child or children are defined as persons who have not attained 18 years of age.
- **Vulnerable adult:** A person aged 18 years or older who may need health and/or care services because of mental or other disability, age or illness; and who is or may be, unable to take care of themselves, or unable to protect themselves against significant harm or exploitation (NHS England, 2017). For IAVI, this may include research participants, patients and other community members who we have direct and indirect contact with through our work.
- **Abuse, exploitation, or neglect:** Constitutes any form of physical abuse; emotional ill-treatment; sexual abuse; neglect or insufficient supervision; trafficking; or commercial, transactional, labor, or other exploitation resulting in actual or potential harm to the person's health, well-being, survival, development, or dignity. It includes, but is not limited to: any act or failure to act which results in death, serious physical or emotional harm, or an act or failure to act which presents an imminent risk of serious harm.
- **Physical abuse:** Constitutes acts or failures to act resulting in injury (not necessarily visible), unnecessary or unjustified pain or suffering without causing injury, harm or risk of harm to a child

or vulnerable adult's health or welfare, or death. Such acts may include, but are not limited to: punching, beating, kicking, biting, shaking, throwing, stabbing, choking, or hitting (regardless of object used), or burning. These acts are considered abuse regardless of whether they were intended to hurt the individual.

- Sexual Abuse: Constitutes fondling a child or vulnerable adult's genitals, penetration, incest, rape, sodomy, indecent exposure, and exploitation through prostitution or the production of pornographic materials.
- Emotional abuse or ill treatment: Constitutes injury to the psychological capacity or emotional stability of an individual caused by acts, threats of acts, or coercive tactics. Emotional abuse may include, but is not limited to: humiliation, control, isolation, withholding of information, or any other deliberate activity that makes the individual feel diminished or embarrassed.
- Exploitation: Any actual or attempted abuse of a position of vulnerability, differential power, or trust, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.

V. Policy Statement

IAVI strictly prohibits its employees from engaging in any form of abuse, exploitation, or neglect of children or vulnerable adults, including any behavior or conduct described in Section IV. IAVI further requires that all employees take active measures to prevent and reduce the likelihood of abuse, exploitation, and neglect of children and vulnerable adults, as set forth in the following policy commitments:

- IAVI employees must comply with host country and local child welfare and protection laws or with international standards, whichever gives greater protection, and must comply with U.S. law where applicable.
- IAVI employees must consider safeguarding when designing and planning projects to mitigate potential risks to children and vulnerable adults that are associated with project activities and operations.
- IAVI employees implementing projects must take measures to reduce the risk of child abuse, exploitation, or neglect, including, but not limited to, limiting unsupervised interactions with children; prohibiting exposure to pornography; and complying with applicable laws, regulations, or customs regarding the photographing, filming, or other image generating activities of children.
- IAVI employees who observe, suspect, or receive allegations of abuse, exploitation or neglect of children or vulnerable adults must immediately report it to IAVI's General Counsel's Office.

IAVI commits to fully investigate any allegation that an employee has violated the above-stated safeguarding policies. If an employee is found to have violated IAVI's safeguarding policies, IAVI will take immediate disciplinary action against that employee. Disciplinary action will be commensurate with the severity of the action or inaction on the part of the IAVI employee, up to and including dismissal.

In its hiring practices, IAVI will promote child-safe screening procedures for employees, particularly employees whose work brings them in direct contact with children. IAVI will educate its employees about what constitutes abuse, exploitation, or neglect of children and vulnerable adults.

A number of IAVI policies and procedures run parallel to and support our safeguarding approach:

- IAVI Employee Handbook
- IAVI Code of Conduct
- IAVI Conflict of Interest Policy
- Whistleblower Policy

VI. References

Standard Provisions for U.S. Nongovernmental Organizations, USAID, Chapter M27: Child Safeguarding, June 2015. <https://www.usaid.gov/sites/default/files/documents/1868/303maa.pdf>

Child Abuse Prevention and Treatment Act, 1988. <https://www.acf.hhs.gov/sites/default/files/cb/capta.pdf>

United Nations Convention on the Rights of the Child, UNICEF, 1989. <https://www.unicef.org.uk/what-we-do/un-convention-child-rights/>

Universal Declaration of Human Rights, UN, 1948.
https://www.ohchr.org/EN/UDHR/Documents/UDHR_Translations/eng.pdf

The Declaration on the Elimination of Violence against Women, UN, 1993.
https://www.un.org/en/genocideprevention/documents/atrocity-crimes/Doc.21_declaration%20elimination%20vaw.pdf

Secretary-General's Bulletin on Special Measures for Protection from Sexual Exploitation and Sexual Abuse (2003). <https://www.unhcr.org/en-us/protection/operations/405ac6614/secretary-generals-bulletin-special-measures-protection-sexual-exploitation.html>

NHS England (2017) Safeguarding Adults. A pocket guide for healthcare staff. Published 28 May 2017. Update 3 May 2017.
<https://www.england.nhs.uk/publication/safeguarding-adults-a-guide-for-health-care-staff/>
