

## Safeguarding Policy



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Chemonics  
March 2023



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## A. Introduction: Chemonics' Safeguarding Policy

Chemonics is committed to safeguarding people from all forms of abuse including preventing sexual exploitation and abuse (SEA), and other forms of violence from occurring; protecting people from that harm; and to responding appropriately when this form of harm does occur, perpetrated by persons representing Chemonics. Our safeguarding policy is guided by core principles which are in-line with USAID's Protection from Sexual Exploitation and Abuse (PSEA) Policy, the FCDO Enhanced Due Diligence Standards, and the IASC's Six Core Principles Relating to Sexual Exploitation and Abuse. The policy applies to all Chemonics staff and associated personnel, including the board of directors, consultants, interns, and sub-awardees both during and outside of working hours.

Chemonics will carry out prompt, independent, impartial, and discrete investigations related to violations of this policy. Confidentiality will be maintained to the maximum extent possible at all stages of investigative processes involving safeguarding reports and concerns. Chemonics does not tolerate retaliation in any form for honest reporting of suspected misconduct or for participating in investigations of such reports (see Section 3.A9. Anti-Retaliation Policy). Individuals who believe they have experienced or observed retaliation in any form should report it immediately to the Office of Business Conduct.

## B. Principles

Through the following principles, we aim to create an environment across Chemonics' global offices and projects that empowers staff and communities to prevent, recognize, and effectively respond to SEA and other forms of abuse.

Our principles attest:

***We have zero tolerance for inaction.*** Chemonics has a zero-tolerance policy of inaction towards allegations of sexual exploitation, abuse, slavery, human trafficking, and any other forms of abuse; we are committed to fostering and upholding respect, responsibility, and accountability in our workplace and among those we serve. We recognize the unequal power dynamics that enable exploitation, abuse and harassment to occur, and we have an obligation to mitigate the risk of staff and associated personnel exploiting their positions of power and privilege.

***We apply a survivor-centered approach.*** A survivor-centered approach is one which seeks to empower the survivor by prioritizing their rights, needs, and wishes. This includes ensuring that survivors have access to appropriate, trauma-informed, accessible, and quality care and services. We believe survivors and victims of abuse should be treated with dignity and respect, regardless of race, class, gender identity or expression, sexual orientation, immigration status, ability, age, religious affiliation, and all other protected classes.

***We prioritize protection and accountability.*** Chemonics has implemented policies and created systems that promote an environment of raising concerns without fear of retaliation and protecting all people and communities with whom we interact as part of our work. These policies and systems aim to hold perpetrators of sexual exploitation and abuse accountable for their misbehavior, empower bystanders and those affected by sexual exploitation, abuse, slavery, human trafficking and any other forms of abuse to report their experiences, and ensure that survivors are protected and provided with appropriate support that meets their needs and wishes.

## C. Conduct Requirements

### C1. Obligations

In accordance with the international laws and standards related to working with children and vulnerable populations, Chemonics staff and associated personnel have an affirmative obligation to:

- Create and maintain an environment that prevents safeguarding violations and promotes the implementation of this safeguarding policy.
- Promote child-safe screening procedures for prospective candidates, particularly anyone whose work with Chemonics may involve direct contact with children.
- Consider safeguarding in project planning and implementation, and work to reduce the risk of child abuse, exploitation, or neglect in our projects, where applicable.
- Require that staff and associated personnel acting on behalf of Chemonics recognize child and/or sexual abuse, exploitation, or neglect and report potential violations to a supervisor, chief of party/team leader, senior vice president, the Office of Business Conduct, Chemonics' hotline and/or client oversight bodies.

### C2. Prohibitions

Further, in accordance with international laws and standards related to sexual exploitation and abuse, and anti-trafficking, Chemonics staff and associated personnel are prohibited from:

- Committing or furthering acts of sexual exploitation or sexual abuse, or engaging in sexual activity with anyone, including but not limited to project beneficiaries under the age of 18 (regardless of the age of majority or age of consent locally) or otherwise not lawfully competent to give consent under the laws of the local jurisdiction, the United States of America, and/or international safeguarding standards. Mistaken belief in the age of a child is not a defense.
- Exchanging money, employment, goods, services for sex, sexual favors, or other forms of humiliating, degrading, or exploitative behavior.
- Subjecting a child or any people to physical, emotional, or psychological abuse, or neglect.
- Engaging in any commercially exploitative activities with children including child labor or trafficking.
- Engaging in sexual or other types of relationships between Chemonics employees and beneficiaries of assistance given inherently unequal power dynamics and a potential conflict of interest.
- Engaging in any form of trafficking in persons, including the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.
- Engaging in any form of trafficking in persons, procurement of commercial sex acts, destroying, concealing, confiscating, or otherwise denying an individual access to their identity or immigration documents, use misleading or fraudulent practices during the recruitment of employees or offering of employment under the project, including charging recruitment fees. This applies to labor recruiters, brokers or other agents of sub-awardees.

### Important Contact Information

If you or a staff member reports safeguarding concerns, please report to:

- Online: [www.chemonics.com/reporting](http://www.chemonics.com/reporting)
- E-mail: [BusinessConduct@chemonics.com](mailto:BusinessConduct@chemonics.com)
- Help Line/Skype: 888.955.6881
- WhatsApp: +1.202.355.8974