



core
Insights
DRIVEN BY GROUNDED SOLUTIONS

SAFEGUARDING POLICY – PROTECTION FROM SEXUAL EXPLOITATION, ABUSE AND HARASSMENT (PSEAH)

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CORE INSIGHTS CONSULTING UG

1. Policy Statement

Core Insights Consulting UG and its implementing partners are fully committed to preventing all forms of sexual exploitation, abuse, and harassment (SEAH). We maintain a strict zero-tolerance approach toward any behavior that violates the dignity, safety, or rights of individuals involved in our activities, including beneficiaries, staff, consultants, and community members.

2. Scope

This policy applies to:

- All employees and contractors of Core Insights Consulting UG
- Partner organizations, including local implementing NGOs
- All project-related activities, particularly field implementation in partner countries

3. Prohibited Conduct

The following behaviors are strictly prohibited:

- Sexual exploitation of any person involved in project activities
- Sexual abuse or harassment in any form
- Abuse of power or authority for sexual gain
- Any form of intimidation, humiliation, or inappropriate conduct

4. Prevention Measures

We are committed to:

- Promoting awareness of safeguarding principles among staff and partners
- Ensuring all project teams understand acceptable conduct
- Integrating safeguarding principles into project design and implementation

5. Reporting Mechanism

We ensure safe and confidential reporting channels for safeguarding concerns. Any allegation or suspicion of misconduct can be reported without fear of retaliation. All reports will be taken seriously and handled with confidentiality.

6. Response and Accountability

All reported incidents will be investigated promptly. Appropriate disciplinary and corrective actions will be taken, including termination of contracts if necessary. Safeguarding the rights and dignity of affected individuals is the highest priority.

7. Commitment to Partners

All implementing partners are required to adhere to this safeguarding policy or maintain equivalent safeguarding standards.