



ONEHOPECHILDREN FOUNDATION PROTECTION POLICY AND CODE OF ETHICS OR CONDUCT FOR STAFF AND VOLUNTEERS

Child & Youth Protection Policy

OneHopechildren Foundation is primarily focused on children and youth offering educational support, healthcare, scholarship, and nurturing environment to empower them. The foundation equally provides some programs for women, those in the nursing homes (senior citizens) and persons with disabilities.

Since we are working with children and youth between the ages of 18 and 25, we have the following policies in place:

- Code of Conduct for staff and volunteers
- Recruitment and vetting procedures (background checks, references)
- Mandatory training on recognizing and responding to abuse
- Reporting and response procedures (how to report concerns or violations)
- Designated Child Protection Officer or team
- Safe programming standards (physical and digital safety)

Gender Equality & Women's Protection Policy

Since we work with women, the following policies are in place to ensure their inclusion and protection

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- Non-discrimination policy
- Gender-based violence (GBV) prevention policy
- Equal access and representation in programs and leadership
- Safe spaces and reporting channels for harassment or abuse
- Workplace harassment policy

Disability Inclusion Policy

Since we offer program and services to persons with disabilities, these policies below are in place to ensure that those with disabilities have equal accessibility and equal respect:

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- Accessibility policy (physical, informational, and programmatic)
- Reasonable accommodations for staff, beneficiaries, and visitors
- Training for staff on disability inclusion and respectful communication
- Consultation with disabled persons' organizations (DPOs)



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Elderly/Senior Citizens Safeguarding Policy

Since we engage older populations, the following policies are in place

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- Age-inclusive programming and feedback mechanisms
- Protection from neglect, abuse, or exploitation
- Respectful engagement and dignity-centered practices
- Safeguards for financial exploitation

General Safeguarding & Protection Policy

In summary our safeguarding and protection policy applicable across all vulnerable groups are listed below:

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- Whistleblower policy
- Complaints and grievance redress mechanisms
- Confidentiality and data protection policy
- Conflict of interest and transparency policy
- Zero tolerance for abuse, exploitation, discrimination, or harassment

Monitoring, Evaluation & Accountability Framework (MEAL)

To ensure quality assurance of our programs, the following are done monthly:

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- Feedback from vulnerable groups
- Complaints and learning systems
- Impact assessments with disaggregated data (by gender, age, ability, etc.)

Code of Ethics or Conduct for Staff & Volunteers

Our code of conducts covers the following:

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- Respect for rights and dignity of all beneficiaries
- Professional boundaries, integrity, and impartiality
- Accountability to community needs