

COMPASSION BRIDGE INITIATIVE UGANDA (CBIU)

CHILD PROTECTION AND SAFEGUARDING POLICY

Approved By: Board of Directors

Effective Date: 28 June 2026

Review Date: 28 June 2029

Version: 1.0

Restoring Dignity. Building Futures.

1. POLICY STATEMENT

Compassion Bridge Initiative Uganda (CBIU) is committed to creating and maintaining a safe environment where children and vulnerable persons are protected from abuse, exploitation, neglect, violence, discrimination and harm.

The Organization believes every child has inherent dignity, worth and rights regardless of gender, ethnicity, religion, disability, social status, nationality or background.

CBIU adopts a zero-tolerance approach toward child abuse, exploitation, harassment, neglect and all forms of misconduct against children.

2. PURPOSE

- a) Protect children and vulnerable persons participating in CBIU programs.
- b) Establish safeguarding responsibilities.
- c) Prevent abuse and exploitation.
- d) Provide procedures for reporting concerns.
- e) Promote safe organizational practices.
- f) Ensure accountability and compliance.

3. SCOPE

This Policy applies to Board Members, Staff, Volunteers, Interns, Consultants, Contractors, Visitors, Partner Representatives, Community Volunteers and any person acting on behalf of CBIU.

4. GUIDING PRINCIPLES

Best Interests of the Child.

Do No Harm.

Respect and Dignity.

Participation.

Non-Discrimination.

5. DEFINITIONS

Child: Any person below eighteen (18) years.

Safeguarding: Measures taken to protect children and vulnerable persons from harm.

Abuse: Any action or omission that causes harm or risk of harm.

Vulnerable Person: Any individual whose ability to protect themselves may be limited.

6. FORMS OF ABUSE

Physical Abuse, Emotional Abuse, Sexual Abuse, Neglect and Exploitation are prohibited.

7. SAFEGUARDING RESPONSIBILITIES

The Board shall approve safeguarding policies and monitor implementation.

The Executive Director shall ensure implementation and staff awareness.

All staff and volunteers shall protect children, follow procedures and report concerns immediately.

8. CODE OF CONDUCT

Representatives shall treat children respectfully, maintain professional boundaries and never engage in abuse, exploitation or inappropriate relationships.

9. RECRUITMENT AND SCREENING

Suitable recruitment measures may include interviews, identity verification, reference checks, background inquiries and safeguarding declarations.

10. SAFE PROGRAMMING

Programs shall consider physical safety, emotional safety, supervision, transportation, accessibility and risk management.

11. PHOTOGRAPHY, VIDEO AND MEDIA

Children's images shall be used responsibly with appropriate consent and without exposing children to risk.

12. CONFIDENTIALITY

Information concerning children shall be shared only on a need-to-know basis.

13. REPORTING SAFEGUARDING CONCERNS

Every person associated with CBIU has a duty to report abuse, neglect, exploitation, harassment or unsafe conduct.

14. REPORTING PROCEDURES

Reports may be made to the Executive Director, Safeguarding Focal Person, Board Chairperson or Designated Committee.

15. RESPONSE TO ALLEGATIONS

CBIU shall take concerns seriously, act promptly, protect affected individuals, maintain confidentiality and document actions.

16. SAFEGUARDING COMMITTEE

The Organization shall establish a Safeguarding Committee responsible for oversight, implementation, risk monitoring and case review.

17. TRAINING

Safeguarding awareness shall be provided to Board Members, Staff, Volunteers and Community Representatives.

18. PARTNERS

Partner organizations shall be encouraged to maintain appropriate safeguarding standards.

19. VIOLATIONS

Violations may result in warning, suspension, removal from duties, termination or referral to relevant authorities.

20. WHISTLEBLOWER PROTECTION

Persons reporting concerns in good faith shall be protected from retaliation.

21. POLICY REVIEW

This Policy shall be reviewed every three years or earlier where necessary.

22. APPROVAL

This Child Protection and Safeguarding Policy was approved by the Board of Directors of Compassion Bridge Initiative Uganda (CBIU) on 28 June 2026 and became effective on the same date.

This Policy shall remain in force until amended or replaced by a resolution of the Board of Directors.

DOCUMENT CONTROL

Item	Details
Document Title	Child Protection and Safeguarding Policy
Organization	Compassion Bridge Initiative Uganda (CBIU)
Version	1.0
Approved By	Board of Directors
Effective Date	28 June 2026
Review Date	28 June 2029
Review Cycle	Every Three (3) Years
Custodian	Executive Director
Classification	Official Governance Document

OFFICIAL PUBLICATION

This document is an official governance policy of Compassion Bridge Initiative Uganda (CBIU). It shall be read together with the Constitution and other governance policies approved by the Board of Directors.

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