



SSI Safeguards Policies Framework

1. Introduction

The Species Saviour Initiative (SSI) is committed to ensuring a safe, inclusive, and respectful environment for all individuals connected to our mission. This **Safeguards Policy Framework** brings together SSI's core commitments and standards for conduct, protection, and accountability.

The framework integrates and reinforces the following policies:

- **Child Protection and Safeguarding Policy**
- **Prevention of Sexual Exploitation, Sexual Abuse, and Sexual Harassment (PSEAH) Policy**
- **Professional Conduct, Non-Discrimination, and Non-Harassment Policy**

Together, these policies establish SSI's zero-tolerance approach to abuse, exploitation, harassment, discrimination, and any conduct that undermines human dignity and rights.

2. Purpose

This framework ensures that:

- SSI Staff, Delivery Partners, and community stakeholders operate in an environment of safety, trust, and respect.
- Risks of harm or abuse are minimized through prevention measures, training, and awareness.
- Reporting mechanisms are in place and accessible.
- Accountability and transparency guide SSI's response to any policy violation.

3. Scope

This framework applies to:

- **SSI Staff:** All employees, interns, fellows, volunteers, and representatives.
- **Delivery Partners:** Grantees, awardees, contractors, suppliers, consultants, and their employees, sub-grantees/awardees, and representatives.

All individuals and entities connected to SSI must uphold the principles and actions described in this document.

4. Policies

4.1 Child Protection and Safeguarding Policy

SSI upholds the rights and dignity of children in all projects, programs, and partnerships. We commit to preventing exploitation, neglect, and abuse of children, prioritizing their safety and well-being.

Key commitments include:

- Screening and risk assessments for child protection in projects.
- Clear codes of conduct regarding child interactions.
- Accessible, child-friendly grievance mechanisms.
- Immediate reporting of child protection concerns to SSI designated focal points.

4.2 Prevention of Sexual Exploitation, Sexual Abuse, and Sexual Harassment (pSEAH) Policy

SSI prohibits all forms of SEAH and commits to prevention, awareness, and survivor-centered responses.

Key commitments include:

- Mandatory awareness and training for SSI Staff and Delivery Partners.
- Integration of SEAH risk assessments in SSI projects.
- Accessible, safe, and confidential reporting mechanisms.
- Zero tolerance of inaction: all reports are investigated and acted upon.
- Survivor-centered approach: prioritizing dignity, safety, health, and informed choices.

4.3 Professional Conduct, Non-Discrimination, and Non-Harassment Policy

SSI requires professional and respectful conduct at all times and does not tolerate discrimination, harassment, or bullying.

Key commitments include:

- Equal opportunity and non-discrimination based on legally protected characteristics.
- A harassment-free and safe workplace, both physical and virtual.
- Prohibition of bullying, hate speech, threats, or workplace violence.
- Reasonable accommodations for disabilities and religious practices.
- Clear accountability for misconduct with proportionate disciplinary action.

5. Reporting and Accountability

- SSI provides multiple safe, confidential, and accessible channels for reporting concerns or violations of this framework.
- Reports may be made by staff, partners, community members, or beneficiaries.
- SSI prohibits retaliation against anyone who makes a report in good faith or participates in an investigation.
- All investigations will be timely, fair, and based on a “need-to-know” principle to protect privacy.

6. Consequences of Policy Violations

- **SSI Staff:** Disciplinary action, up to and including termination.
- **Delivery Partners:** Remedial action, including suspension or termination of contracts, withdrawal of funding, or disqualification from future SSI engagement.

7. Definitions

This framework consolidates definitions relevant to safeguarding, SEAH, and workplace conduct, including:

- **Child**
- **Bullying**
- **Discrimination**
- **Hate Speech**
- **Reasonable Accommodation**
- **Retaliation**
- **Sexual Exploitation**
- **Sexual Abuse**
- **Sexual Harassment**

8. Alignment with SSI's Code of Conduct and Governance

This framework complements SSI's Code of Conduct and is integrated into SSI's broader governance policies (including Anti-Trafficking and Financial Integrity policies). Together, these policies ensure holistic accountability in SSI's conservation mission.