



Partner commitments for safeguarding children and young people

Our shared responsibility

Plan International USA is committed to ensuring the safety, dignity, and well-being of all children, young people and individuals we work with. As a partner, you play a vital role in upholding these principles by adhering to our safeguarding policy.

Key safeguarding policy principles

1. **Zero tolerance:** All forms of abuse, exploitation, harassment and neglect are strictly prohibited. Immediate action is required if any safeguarding concerns arise.
2. **Prevention and awareness:** Ensure safe practices in all activities, respecting the rights and needs of all individuals. Promote gender-sensitive and inclusive approaches to minimize risks.
3. **Reporting and response:** Encourage and facilitate the reporting of concerns through accessible channels. Commit to a survivor-centered response, ensuring confidentiality, fairness and timely action.
4. **Commitment to ethical conduct:** Avoid conflicts of interest, including relationships that may exploit power dynamics. Comply with policies addressing sexual harassment, exploitation and abuse.

Expectations for partners

To support the principles of this policy, we expect our partners to:

- Conduct all activities in line with do no harm principles, including assessing and mitigating risk in all partnership activities, committing to ethical communication and representation in external media and ensuring safe engagement with children/young people throughout the partnership.
- Ensure all those who interact with children and young people have been properly screened under partner policy and/or are otherwise following this policy.

Reporting expectations

- If at any time during this partnership it comes to your attention that an individual employed by you has been involved/suspected of abuse of a child, immediately report such incident/suspicion to Plan and bar such individuals from interacting with children and youth from Plan.
- Anonymous reporting is available at Plan's SafeCall hotline, by phone at 1-866-901-3295, online at www.safecall.co.uk/report, or email at Plan@safecall.co.uk.

Consequences of non-compliance

Non-compliance with safeguarding requirements may result in:

- Suspension or termination of contracts.
- Removal of personnel from the partnership.
- Reporting to relevant authorities.

Our commitment

Plan reserves the right to screen any partner and/or personnel who will be engaging with young people during the duration of the partnership. Together, we can ensure that children and young people are protected, empowered, and supported to achieve their potential through safe and meaningful engagement through our partnership.