

ANNEX 2

INTEGRITY ACTION'S PLEDGE ON SAFEGUARDING

Focus on prevention. Integrity Action will promote an organisational culture where respect is at the basis of everything we do and where abuse is not tolerated. We will build awareness and capacity of our staff, trustees and partners to avoid safeguarding incidents from happening in the first place.

Acknowledgement of power dynamics. Abuse often occurs when there is a power imbalance between the perpetrator and the survivor. Power imbalances exist in our sector on various levels. Acknowledging such dynamics will help us prevent and respond to safeguarding incidents in the best possible way.

Survivor-centered approach. We will prioritise the wellbeing of survivors above any organisational respectability concern. We will protect the dignity and safety of survivors, by respecting their voice, agency and choice, and by not putting them at any risk during the process.

Accountability. We are open about our mechanisms, and the number and types of incidents reported and dealt with.

Accessible reporting. We develop clear, credible, impartial, accessible and inclusive reporting mechanisms that give claimants assurance that incidents will be dealt with swiftly, fairly and rigorously.

Continued learning and collaboration. We strive to continuously improve our safeguarding mechanisms and to learn from ours and the sector's experience.

Protection of whistleblowers. Whistleblowers put trust in our system when raising a concern. We will protect them from victimisation and retribution as a result of raising a genuine concern.

Zero-tolerance, everywhere. We will not tolerate abuse by anyone, in any form, at any time. We will only enter in partnership with organisations that share our zero-tolerance commitment and/or have appropriate safeguarding mechanisms that protect the people we serve. We commit to help partners meet minimum requirements on safeguarding.