REBUILD AID FORENING

SAFEGUARDING & PSEA POLICY

VERSION 3.01

Rebuild Aid Forening is committed to ensuring that all individuals affected by our work are protected from harm, exploitation, abuse, and misconduct. This Safeguarding & PSEA Policy establishes the standards and responsibilities required to prevent abuse, promote safe environments, and ensure accountability in all programmes. As a Danish diaspora, volunteer-based organisation, we uphold strict zero-tolerance for sexual exploitation, abuse, and harassment, and ensure all concerns are handled confidentially, safely, and with a survivor-centred approach.

Website: www.rebuildaid.dk

Email: info@rebuildaid.dk

Telephone: +45 30 58 09 21

Rebuild Aid Forening
Runestenen 18
8210 Aarhus V
Denmark

2025

Content

SAFEGUARDING & PSEA POLICY 4

Purpose 4

Scope 5

Safeguarding Principles 6

1. Do No Harm 6
2. Survivor-Centred Approach 6
3. Zero Tolerance for Sexual Exploitation, Abuse, and Harassment (SEAH) 6
4. Mandatory Reporting 6
5. Confidentiality and Protection of Complainants 6
6. Accountability to Affected Populations (AAP) 7

Prohibited Conduct 7

1. Sexual Activity with Beneficiaries 7
2. Exchange of Aid, Favour, or Services for Sexual Acts 7
3. Sexual Exploitation, Abuse, or Harassment (SEAH) 7
4. Harassment, Bullying, and Abuse of Any Form 8
5. Use of Degrading, Exploitative, or Non-Consensual Images 8
6. Physical or Emotional Abuse 8
7. Discriminatory Behaviour 8
8. Unsupervised Contact with Minors 8
9. Exploitation of Power or Position 9
10. Any Behaviour that Harms Beneficiaries or Violates their Rights 9

Organisational Commitments 9

1. Mandatory Safeguarding & PSEA Training 9
2. Accessible and Visible Complaint Channels 10
3. Safe, Inclusive, and Respectful Programme Delivery 10
4. Immediate, Appropriate, and Confidential Response to Allegations 10
5. Survivor Support and Referral Pathways 11
6. Background Checks for Key Staff and Volunteers 11
7. Safe Recruitment Practices 11
8. Strong Safeguarding Requirements for Partners 11
9. Integration of Safeguarding into Programmes 12

10. Documentation, Learning, and Continuous Improvement 12
Reporting 12
Failure to report is a breach of duty and constitutes misconduct. 13
1. Reporting Channels 13
2. Protection for Reporters and Survivors 14
3. Immediate Actions after Receiving a Report 14
4. Investigation and Referral 14
5. No Informal Resolution Allowed 15
6. Documentation 15
Consequences for Safeguarding & PSEA Violations 15
1. Immediate Suspension or Removal from Duties 15
2. Termination of Employment, Volunteer Role, or Consultancy 16
3. Termination of Partnership Agreements 16
4. Reporting to Authorities 16
5. Reporting to Donors 16
6. Restriction of Access and Removal of Privileges 17
7. Mandatory Training or Re-Training 17
8. Recovery of Misused Resources 17
9. Documentation of Findings 17
10. No Retaliation 17
Safeguarding & PSEA Complaint Handling Flowchart 18

SAFEGUARDING & PSEA POLICY

Rebuild Aid Forening is committed to creating and maintaining safe, respectful, and protective environments for all individuals impacted by our work. Safeguarding and Protection from Sexual Exploitation and Abuse (PSEA) are core responsibilities of every person representing the organisation. As a Danish diaspora, volunteer-based humanitarian organisation, Rebuild Aid upholds a strict zero-tolerance approach to any form of exploitation, abuse, harassment, or misconduct toward beneficiaries, staff, volunteers, or community members.
This policy establishes the standards, behaviours, and procedures required to prevent harm, protect vulnerable groups, and ensure accountability across all programmes and partnerships.

Purpose

The purpose of this Safeguarding & PSEA Policy is to ensure that every person who comes into contact with Rebuild Aid Forening is protected from all forms of harm, abuse, exploitation, and misconduct. This includes, but is not limited to, sexual exploitation and abuse, harassment, neglect, discrimination, coercion, and any behaviour that violates an individual's dignity or rights. Rebuild Aid works with communities that may face heightened vulnerability — including women, adolescent girls, children, persons with disabilities, older persons, minority groups, and individuals affected by displacement or crisis. As a Danish diaspora, volunteer-based humanitarian organisation, Rebuild Aid recognises that power imbalances can exist between staff, volunteers, partners, and beneficiaries, and that these imbalances create risks that must be actively prevented and addressed.
This policy therefore aims to:

- Prevent any form of exploitation, abuse, or harm caused by individuals representing Rebuild Aid.
- Ensure that beneficiaries receive assistance safely, respectfully, and without conditions or coercion.
- Establish clear expectations for behaviour, conduct, and professional boundaries.
- Provide safe, accessible, and confidential mechanisms for reporting concerns.

- Ensure that survivors receive timely, appropriate, and respectful support.
- Guide staff, volunteers, and partners in identifying, mitigating, and responding to safeguarding risks.
- Demonstrate full compliance with international safeguarding and PSEA standards required by DERF, DRC, UN agencies, and global humanitarian actors.

Ultimately, this policy ensures that Rebuild Aid fulfils its moral, legal, and humanitarian duty to protect those it serves and maintains the trust of beneficiaries, donors, and partners.

Scope

This Safeguarding & PSEA Policy applies to **every person representing or acting on behalf of Rebuild Aid Forening**, regardless of position, seniority, location, or type of contract. The policy covers all activities in Denmark and abroad, including field operations, community outreach, partnerships, and digital engagement.

It applies to:

- Board members
- Staff (full-time, part-time, temporary)
- Volunteers and community mobilisers
- Interns and trainees
- Consultants, advisors, and contractors
- Partner organisations and their staff
- Suppliers and service providers interacting with beneficiaries
- Any individual engaged in programme delivery, fundraising, communication, or decision-making

Compliance with this policy is a mandatory condition of engagement with Rebuild Aid.

Failure to adhere to safeguarding and PSEA standards may result in disciplinary action, termination of contracts, or removal from all organisational activities.

Safeguarding Principles

Rebuild Aid follows internationally recognized safeguarding and PSEA standards to ensure that all beneficiaries — especially women, girls, children, persons with disabilities, and other vulnerable groups — are protected from harm.

The organization commits to the following core principles:

1. Do No Harm

All activities must be designed and implemented to avoid causing physical, emotional, psychological, economic, or social harm. Staff and volunteers must act in ways that strengthen safety,

2.

3.

4.

All representatives are required to report any suspected, alleged, or observed violations of safeguarding or SEAH immediately.

Failure to report is considered a breach of duty and may result in disciplinary measures.

5. Confidentiality and Protection of Complainants

Information related to safeguarding concerns will be handled with strict confidentiality. Whistleblowers, survivors, and complainants will be protected from retaliation, intimidation, or discrimination. Confidentiality is respected unless disclosure is required to protect someone from imminent harm.

REBUILD AID
FORENING

If you are a Rebuild Aid partner or grantor, you can access the full policy by contacting us.