



"TOGETHER WE ACHIEVE"

MUKONO HAND IN HAND UGANDA

+256 781942126
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Mukono Central Div, Ggulu Ward, Agip Zone, Mulyati Rd
P.O.Box 151852, Mukono-Uganda

Website:
<https://mukonohandinhandug.org>

Email:
handinhanduganda2015@gmail.com

SAFEGUARDING POLICY & CODE OF CONDUCT

Mukono Hand in Hand Uganda (MHIHU)

Effective Date: JUNE 2025

Review Cycle: Annual

Approved by: Director





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1. Introduction

HIHU is committed to protecting all beneficiaries from harm, abuse, and exploitation.

Scope

- Applies to all staff, volunteers, contractors, and partners
- Covers all beneficiaries especially children and vulnerable groups

Core Principles

- Zero tolerance to abuse and exploitation
- Best interest of the child
- Confidentiality and survivor dignity
- Inclusion and non-discrimination

Prevention Measures

- Safe recruitment including background checks
- Mandatory safeguarding training
- Signed Code of Conduct
- Supervision and monitoring of staff

Code of Conduct

- Respect dignity and rights of all beneficiaries
- No sexual activity with minors
- No exchange of aid for favors
- Mandatory reporting of concerns

PSEA Commitments

- Zero tolerance for sexual exploitation and abuse
- Immediate reporting and response
- Protection of whistleblowers
- Survivor-centered approach





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Reporting Mechanisms

- Dedicated safeguarding email
- Safeguarding focal person
- Anonymous suggestion boxes
- Direct reporting to management

Response Procedures

- Immediate risk assessment
- Confidential investigation
- Referral to authorities
- Disciplinary action

Risk Management

- Regular safeguarding risk assessments
- Mitigation plans for identified risks
- Monitoring and evaluation

Training & Awareness

- Regular staff training
- Community sensitization
- Child-friendly awareness sessions

Approval

Director: **TAAKA LOYCE ODWORI** Sign: Date:

