

# OUR SHARED RESPONSIBILITY


International Medical Corps staff and partners are committed to following the standards of behavior outlined in the Safeguarding Policy.

- ▶ If you suspect or are aware of any potential violations of the Safeguarding Policy then you have an obligation to report. Act responsibly and do your part!
- ▶ Remember that our **Whistleblower Policy** protects those who report in good faith.



## WE MUST PROTECT VULNERABLE ADULTS,

who are anyone over the age of 18 who needs care and support. Abuse of vulnerable adults could include: physical abuse, sexual abuse, psychological abuse, financial/material abuse, discrimination, or neglect.




## SEXUAL EXPLOITATION & SEXUAL ABUSE

of beneficiaries and vulnerable populations by International Medical Corps staff members will result in disciplinary action, up to and including termination of employment or contractual relationship.



## SEXUAL ACTIVITY WITH A CHILD IS PROHIBITED

even if the local age of majority or consent is below 18. Believing the child to be 18 or older is not a defense.



## EXCHANGE OF MONEY, EMPLOYMENT, GOODS, SERVICES, OR ANYTHING OF VALUE FOR A SEX ACT IS PROHIBITED,

including sexual favors or other forms of humiliating, degrading or exploitative behavior. This includes sex with sex workers.



## TRAFFICKING IN PERSONS OR FORCED LABOR.

This includes the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion where laborers have little control over their employment conditions, debt bondage or slavery, and sex trafficking.

## WE NEED TO BE SURE THAT CHILDREN ARE SAFE

(anyone under age 18)

by preventing abuse, exploitation, neglect, child labor, and other forms of violence against children.




## YOU MUST REPORT

ANY KNOWN OR SUSPECTED VIOLATION OF INTERNATIONAL MEDICAL CORPS' SAFEGUARDING POLICY.

### YOU HAVE OPTIONS WHEN REPORTING

 **EMAIL**  
report@internationalmedicalcorps.org

 **INTERNET: ETHICS POINT**  
www.internationalmedicalcorps.ethicspoint.com

 **IN PERSON:** Supervisor • Country Director • Safeguarding Focal Point • Human Resources Department (local or HQ) • Ethics & Compliance Department (local or HQ) • Legal Department (HQ)

ANONYMOUS REPORTING IS POSSIBLE

## ZERO TOLERANCE FOR SAFEGUARDING VIOLATIONS