



MCC Canada Summerbridge Program

Appendix 1: Safeguarding

MCC and the organizations we partner with are responsible to protect project participants, staff, volunteers, consultants, and children from sexual exploitation, abuse, and harassment. MCC and partners must not tolerate any kind of abuse, exploitation, or harassment of program participants, staff, or children. Partners are expected to commit to the same safeguarding principles as MCC, the [Inter-Agency Standing Committee's Six Core Principles of PSEA](#), and work toward meeting the standards in MCC's safeguarding standards partner assessment, planning, and monitoring tool.

MCC defines "child" as any person younger than 18 years of age. Any sexual activity with people under 18 years of age (regardless of local age of consent) is prohibited. Corporal punishment is not acceptable in any MCC-supported programs.

What measures does MCC expect partners to take prevent sexual exploitation, abuse and harassment and child abuse?

- Partners will have a code of conduct that clearly explains its expectations for staff and volunteer behavior.
- Partners will maintain and implement policies and procedures that protect from sexual exploitation, abuse, and harassment, prevent child abuse and respond swiftly to abuses when they occur.
- Partners will prepare to respond to cases of exploitation, abuse, and harassment involving their personnel. This includes funding investigations and providing support that meets the standards in InterAction's "[Core Standards for Survivor-Centered Support](#)".
- Partners will have a reporting mechanism for receiving and investigating complaints of abuse. These mechanisms must be safe, accessible, developed in consultation with staff and program participants, and include protections for confidentiality, particularly of victim-survivors and reporters. Partners will raise awareness about these mechanisms to their staff, volunteers and program participants.

Handling reports and concerns: If a partner staff member or volunteer has any concerns or suspicions regarding sexual abuse, exploitation or harassment of program participants or children by a fellow worker, even if the worker is from another organization, they will report the concerns through the partner or MCC's reporting mechanism. Partners will not retaliate against anyone who reports a concern in good faith.

If a concern or allegation of abuse, exploitation or harassment involves MCC staff, volunteers, consultants, or other representatives, the partner must notify MCC through its reporting mechanisms as immediately.

Partners will notify MCC of any concerns, complaints, suspicions, rumors, or witnessed incidents of sexual exploitation, abuse, harassment, or child abuse of program participants by its own staff or volunteers (except when prohibited by local law), using MCC's reporting mechanisms. This notification must happen immediately, but not greater than three (3) business days of learning of the concern or allegation, or earlier if required by an external grant. The notification to MCC should uphold the confidentiality of all involved parties and should only include information about the type of allegation, when the incident happened, whether minors may be involved, whether the subject of concern is in a leadership role and the steps the partner is taking to support anyone harmed and ensure the safety of all involved parties. Identifying information about the reporter, witnesses or complainant should only be provided with informed consent.

Partners will work with MCC in developing a plan for response, including putting in place appropriate supports for survivors and initiating an investigation. Partners and MCC will follow local laws when investigating and responding to reports of abuse.

For more information about MCC's process for working together with partners on the response to allegations, as well as how MCC will notify partners about SEAH or child abuse concerns against a partner staff that MCC receives through our reporting mechanisms, see [name document to be included in the partnership packet].

How will MCC support partners' safeguarding practices?

- MCC will not retaliate against partners for reporting concerns in good faith.
- MCC will include safeguarding expectations in partnership agreements. Project funding will still be given to partners that do not have policies in place if the partner agrees to a plan for developing the things that are missing.
- MCC will collaborate with partners to provide and produce awareness tools that can be used by partners to strengthen safeguarding.
- When a partner is unable to pay for expenses related to responding to exploitation, abuse or harassment against program participants, in some cases MCC will pay for the costs of investigations and victim-survivor support.