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PSM CHARITY**

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**PSM Charity Safeguarding Policy  
Preventing Sexual Exploitation and Harassment  
Effective Date: September 2021**

**1. Purpose.**

This policy outlines PSM Charity's commitment to creating and maintaining a safe environment for all employees, volunteers, beneficiaries, and partners. It is designed to prevent any instances of sexual exploitation and harassment (SEH) and to ensure that such behaviors are dealt with promptly, effectively, and with the utmost seriousness.

**2. Scope.**

This policy applies to all staff, volunteers, contractors, and any other individuals working on behalf of PSM Charity. It covers all forms of sexual exploitation and harassment, including but not limited to unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature.

**3. Definitions:**

- Sexual Exploitation: Any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes.
- Sexual Harassment: Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that interferes with an individual's work performance or creates an intimidating, hostile, or offensive environment.

**4. Policy Statement:**

- PSM Charity prohibits all forms of sexual exploitation and harassment. This includes sexual jokes, language, touching, and any other behaviors that create an uncomfortable or hostile environment.
- We are committed to fostering a culture where all individuals feel respected, safe, and valued.

**5. Reporting Procedures:**

- Any incidents of SEH should be reported immediately to the designated Safeguarding Officer.



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- Reports can be made anonymously, and all complaints will be treated with confidentiality and seriousness.
- The Safeguarding Officer is responsible for ensuring that the reporting mechanism is accessible and known to all staff and partners.

#### 6. Response Procedures:

- Upon receiving a report of SEH, a prompt and thorough investigation will be conducted.
- Appropriate disciplinary action, up to and including termination, will be taken against individuals found to have violated this policy.
- Support will be offered to survivors of SEH, including counseling and medical assistance if necessary.

#### 7. Training and Awareness:

- All employees and associated personnel are required to undergo regular training on this safeguarding policy and on how to prevent and respond to incidents of SEH.
- Awareness campaigns will be conducted regularly to reinforce this policy and ensure that everyone understands their rights and responsibilities.

#### 8. Monitoring and Review:

- This policy will be reviewed annually or as needed to ensure its effectiveness and relevance.
- Regular audits will be conducted to assess compliance and to identify any areas for improvement.

#### 9. Contact Information.

For any inquiries or to report any issues related to sexual exploitation and harassment, please contact:

Safeguarding Officer: Kinene John Mutyaba  
Email: [cejohn@psmcharity.org](mailto:cejohn@psmcharity.org)

Gaboine Anthony

Chairman Bord.

Kinene John Mutyaba

Chief Executive Officer.