

SAFE GUARDING POLICIES



**CA-MINANDO
FRONTERAS**

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Purpose and Scope

The work of the Caminando Fronteras Collective (CF) is based on the vision of a world where all people, regardless of age, gender identity or expression, sexual orientation, disability, race, or ethnic origin, enjoy dignity and live free from harm, exploitation, or abuse. In this regard, CF considers safeguarding to be an integral part of its mission and is committed to prioritizing the well-being and rights of all people it works with in all its activities.

This code is inspired by CF's institutional values and outlines its expectations regarding the conduct of beneficiaries and the desired working environment.

At **Caminando Fronteras**, we reaffirm our commitment to **transparency, ethics, and accountability** in all our actions. We firmly believe that trust and mutual respect are the foundation for building supportive and just communities. That is why we establish and promote fundamental principles that guarantee the safety, dignity, and rights of all people connected to our work, whether beneficiaries, staff members, volunteers, or collaborators.

Guiding Principles of Our Action

1. **Upholding the highest standards of integrity.** Integrity is a core pillar of our organization. In this sense, management staff and program leaders must serve as **role models for ethical conduct**, fostering an organizational culture based on **honesty, accountability, and transparency**. They must also ensure that the organization's decisions and practices adhere to principles of justice and fairness, being accountable not only to their teams but also to beneficiaries, volunteers, and other stakeholders.
2. **Promoting a respectful and inclusive environment.** At Caminando Fronteras, we believe that **diversity and inclusion** strengthen our mission and enrich our work. We ensure that all individuals connected to our work, regardless of **age, gender identity or expression, sexual orientation, disability, race, or ethnic origin**, are treated with respect and dignity. This involves implementing strong measures to prevent and eradicate **all forms of discrimination, harassment, bullying, and abuse** within our organization and in the spaces where we operate.
3. **Creating a safe and sustainable environment.** The safety and well-being of our beneficiaries, volunteers, and staff are a top priority. We are committed to implementing policies and protocols that guarantee **safe environments, free from violence and exploitation**, and to minimizing the risks faced by people in vulnerable situations. The sustainability of our actions involves not only protecting people but also promoting responsible practices that ensure the continuity and effectiveness of our work over time.

4. **Responsiveness and capacity to address concerns and reports.** Caminando Fronteras believes that **active listening and immediate action** are fundamental to building a climate of trust and respect. That is why we work to develop accessible and effective mechanisms that allow beneficiaries, volunteers, and employees to express **any concern or report** regarding inappropriate conduct by staff or other members of our organization. We are committed to responding **diligently and rigorously**, taking appropriate corrective measures and ensuring the protection of those who report irregularities.

Commitment to the Protection of Vulnerable People

Our work in the humanitarian and social fields brings us into contact with people who are often in situations of great vulnerability. We are aware that assistance, development, and support activities can place some staff members in **positions of power and authority**, which requires constant vigilance and the implementation of reliable control mechanisms.

In this regard, Caminando Fronteras has established robust **prevention and response systems** to ensure the protection of all people participating in our programs. As an organization committed to human rights, we strive to ensure compliance with **ethical and safeguarding standards**, both in our direct actions and in those carried out by partner organizations.

Measures Implemented to Ensure Protection and Integrity

In line with our values and principles, Caminando Fronteras has established a set of **safeguarding policies and systems** that reflect our commitment to the safety and dignity of all people. These measures include:

- The determination to achieve and maintain the **highest standards of safeguarding, protection, and integrity** in all our interventions.
- The continuous assessment and improvement of systems designed to **prevent sexual exploitation and abuse, emotional harm, harassment, and bullying.**
- The active fight against **all forms of inequality**, whether related to gender, race, or other conditions leading to discrimination.
- The establishment of accessible channels for the **active listening of reports**, as well as the guarantee of **support and immediate action in favor of victims.**
- The application of **rigorous personnel selection processes**, ensuring that those who join our work share our values and uphold the highest ethical standards. We also encourage a thorough knowledge of volunteers and collaborators involved in our actions.

Caminando Fronteras reaffirms its commitment to the **protection, equity, and dignity** of all the people it supports. We continue our efforts to strengthen our policies, improve our prevention and response systems, and guarantee a safe and violence-free environment for all.

You can consult Caminando Fronteras' key documents here:

1. Code of Ethics and Staff Code of Conduct.
2. Policy for the Protection of Children and Vulnerable Adults.
3. Policy Against Harassment.

COMPLAINTS HANDLING

At Caminando Fronteras, we maintain a strong commitment to the dignity, respect, and protection of all the people we work with. That is why we adopt a **zero-tolerance** policy towards any form of abuse, harassment, or exploitation, reaffirming our duty to create a safe and violence-free environment.

Our organization considers supporting those who wish to report misconduct a top priority. We apply a victim-centered approach, ensuring that their voices are heard and their needs are addressed with sensitivity, respect, and confidentiality.

While we recognize that no institution is free from difficulties, at Caminando Fronteras we constantly work to improve our internal processes with transparency, integrity, and accountability. For this reason, we have implemented a **complaints management policy** to ensure that all reports are handled with the utmost rigor.

Every complaint will be thoroughly investigated, guaranteeing a fair, impartial, and evidence-based process. If irregularities are found, immediate and proportionate corrective measures will be taken according to the seriousness of the situation. We also guarantee the protection of all those who file a complaint, preventing any form of retaliation or harm to those who act in good faith when reporting incidents.

Caminando Fronteras will fully cooperate with any investigations and procedures necessary to clarify the facts and promote a safe and ethical environment.

To file a complaint directly, confidentially, and securely, click [here](#).