

# Disability Pride Bangladesh (DPB)



## Women & Child Protection Policy

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***Effective Date: April 2025***

***Approved by: Executive  
Committee***

***Review Period: Annually***

## Preface

Disability Pride Bangladesh (DPB) is a rights-based feminist organization dedicated to empowering disabled women, girls, and young people in Bangladesh. Established in March 2021, DPB strives to eliminate discrimination, promote mental health, and combat gender-based violence by advocating for rights, raising awareness, and fostering community-led change. The organization focuses particularly on marginalized groups, including those from gender-diverse communities, Dalit, sex workers, racial, ethnic or indigenous minorities, migrants, and refugees. This Women & Child Safeguarding Policy is an essential part of DPB's commitment to providing a safe and inclusive environment for all.

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## Introduction

This Women & Child Safeguarding Policy outlines DPB's commitment to safeguarding the rights, safety, and well-being of women and children involved in its programs and activities. The organization is dedicated to providing a safe, supportive, and inclusive environment free from abuse, exploitation, neglect, and discrimination. The policy reflects international and national standards, including the United Nations Convention on the Rights of the Child (UNCRC) and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

## 1. Purpose

The purpose of this policy is to:

- Establish a robust framework for protecting women and children from all forms of harm.
- Provide detailed guidelines for identifying, reporting, and responding to safeguarding concerns.
- Promote a culture of safety, respect, accountability, and empowerment.
- Ensure compliance with relevant legal and ethical standards.

## 2. Scope

This policy applies to all individuals associated with DPB, including:

- Employees, volunteers, consultants, contractors, and board members.
- Partners, donors, and third-party service providers.
- Any individual interacting with women and children through organizational activities.

## 3. Key Principles

- **Zero Tolerance:** DPB adopts a zero-tolerance approach to abuse, exploitation, harassment, and neglect.
- **Best Interests of Women and Children:** All actions and decisions prioritize the safety, well-being, and development of women and children.
- **Confidentiality and Transparency:** Safeguarding concerns are managed confidentially, with transparency in reporting and resolution processes.
- **Non-Discrimination:** Ensure equitable treatment regardless of gender, age, disability, ethnicity, religion, or socio-economic status.
- **Child Participation:** Engage children in decisions that affect them, in a safe and age-appropriate manner.

## 4. Preventive Measures

- **Recruitment and Screening:** Conduct rigorous vetting processes, including background checks, reference checks, and interviews focusing on safeguarding attitudes and behaviors.
- **Training and Capacity Building:** Provide mandatory training on safeguarding policies, gender sensitivity, and child protection to all staff, volunteers, and partners.
- **Safe Programming:** Design and implement programs with safety measures, including risk assessments, safety protocols, and regular monitoring.
- **Behavioral Code of Conduct:** Implement a code of conduct outlining expected behaviors and interactions with women and children. Ensure all stakeholders are aware and comply with it.

## 5. Reporting and Responding to Concerns

- **Reporting Mechanisms:** Establish multiple safe, accessible, and confidential reporting channels, including hotlines, suggestion boxes, and designated safeguarding officers.
- **Mandatory Reporting:** Require all staff and volunteers to report safeguarding concerns immediately, with penalties for failure to report.
- **Response Protocols:** Develop clear procedures for responding to reports, including:
  - Immediate safety measures for the victim.
  - Fair and thorough investigations.
  - Collaboration with local authorities when necessary.
  - Regular updates to the reporting party while maintaining confidentiality.

## 6. Support for Survivors

- **Medical Support:** Facilitate access to healthcare, including emergency medical treatment and psychological support.
- **Legal Assistance:** Provide information about legal rights and support access to legal services if needed.
- **Psycho-Social Support:** Ensure access to counseling, therapy, and rehabilitation services. Referral Mechanisms: Maintain partnerships with local organizations that provide specialized support services.

## 7. Risk Assessment and Management

- **Regular Risk Assessments:** Conduct periodic risk assessments of organizational activities, focusing on potential threats to women and children.
- **Mitigation Strategies:** Develop tailored strategies to reduce identified risks, including changes to programs, environments, and staff behaviors.
- **Monitoring and Adaptation:** Monitor risk management strategies regularly and adapt as necessary to evolving risks.

## 8. Communication and Awareness

- **Policy Dissemination:** Ensure all staff, volunteers, and partners are aware of and understand the safeguarding policy.
- **Public Awareness:** Share the policy with beneficiaries and communities, using accessible formats and languages.
- **Feedback Mechanisms:** Encourage open feedback from beneficiaries, including women and children, about their safety and comfort.

## 9. Monitoring and Evaluation

- **Regular Audits:** Conduct safeguarding audits to evaluate compliance with the policy and identify areas for improvement.
- **Performance Indicators:** Develop clear indicators to measure the effectiveness of safeguarding measures.
- **Continuous Improvement:** Use evaluation findings to enhance safeguarding practices and policies.

## 10. Policy Review

- **Annual Review:** Review this policy annually or as needed to reflect best practices, legal changes, and lessons learned.
- **Stakeholder Engagement:** Involve diverse stakeholders, including women, children, staff, and community representatives, in the review process.

## Conclusion

DPB is committed to creating a safe, inclusive, and empowering environment for women and children. This policy serves as a guiding framework to ensure their protection, uphold their rights, and promote a culture of respect, dignity, and equality at all times.