

Amphibian Survival Alliance Safeguarding Policy

ARTICLE 1: PURPOSE

The Amphibian Survival Alliance (ASA) is dedicated to the safety, welfare, and protection of all individuals involved in our operations, including employees, volunteers, partners, local communities, and the amphibians we strive to protect. We acknowledge our responsibility to safeguard against any form of harm, abuse, or exploitation. This policy aims to articulate our commitment and establish clear procedures to ensure a safe, respectful, and inclusive environment for all.

ARTICLE 2: SCOPE

This policy applies to all aspects of ASA's operations, including conservation activities, partnership programs, community interactions, volunteer involvement, and any events or activities organized by ASA. It covers all ASA personnel, including full-time and part-time Secretariat members, interns, volunteers, partners and Global Council members.

ARTICLE 3: DEFINITIONS

Safeguarding: The measures we take to protect the health, wellbeing, and human rights of individuals, allowing them, particularly children and vulnerable adults, to live free from abuse, harm, and neglect.

Abuse: This includes physical, sexual, emotional and psychological harm, neglect, or negligent treatment, commercial or other exploitation resulting in actual or potential harm to health, integrity, survival, development, or dignity.

Vulnerable groups: Certain sections of the population who may be at a higher risk of harm or exploitation due to their age, gender, physical or mental health, or socio-economic situation. For ASA, this could include local community members, including both children and adults who are involved in or impacted by our or our partner operations.

ARTICLE 4: POLICY STATEMENTS

4.1 Every individual associated with ASA—be it our Secretariat members, interns, Global Council members, volunteers, partners, community members, or the amphibians we protect—has the right to be treated with dignity and respect, and to be safe from harm and abuse.

4.2 Everyone within ASA and our associated partners has a responsibility to prevent harm and abuse and to report any concerns promptly and properly.

4.3 ASA is committed to dealing promptly and appropriately with any safeguarding concerns, ensuring that the welfare of the involved individuals is prioritized.

ARTICLE 5: ROLES AND RESPONSIBILITIES

5.1 The Global Council is responsible for approving this policy and any subsequent updates, monitoring its implementation, and reviewing serious safeguarding incidents. The Global Council also serves as an appeal body for complaints related to safeguarding issues.

5.2 The Executive Director is responsible for ensuring the policy is effectively implemented, creating a safe and respectful environment, and taking decisive action when safeguarding concerns are raised. The Executive Director is also responsible for reviewing and responding to any safeguarding reports.

5.3 All ASA Secretariat members, interns, and volunteers have a duty to follow this policy, to contribute to a safe environment, to attend any necessary training, and to report any safeguarding concerns promptly and properly.

5.4 ASA partners are expected to align with our safeguarding policy or maintain a similar policy of their own that meets our minimum standards. They must report any safeguarding concerns promptly and properly.

ARTICLE 6: PROCEDURES

6.1 Any individual who has a safeguarding concern should report it immediately to the ASA's Executive Director.

6.2 Executive Director will review the report, maintain confidentiality, and determine the appropriate course of action. This may involve internal actions, reporting to authorities, or seeking external advice.

6.3 To ensure that safeguarding concerns are addressed promptly, ASA is committed to responding to all reports within specific timeframes. All safeguarding concerns should be acknowledged within 48 hours of being reported. A full investigation, where necessary, should be initiated within one week of the report and completed within 30 days unless circumstances require a longer investigation period.

6.4 In cases of serious safeguarding incidents, the Global Council will review the organization's response to ensure that the safety and well-being of all involved individuals are prioritized.

6.5 All safeguarding reports will be handled confidentially and in accordance with relevant data protection laws and ASA's privacy policy.

6.6 If necessary, an impartial investigation will be conducted. Decisions will be made based on the findings of the investigation.

6.7 If an individual is not satisfied with the handling of a safeguarding issue, they may raise a formal complaint or appeal to the Global Council or to an external body if applicable.

ARTICLE 7: SUPPORT AND GUIDANCE

ASA is committed to providing necessary guidance and support to all Secretariat members, interns, volunteers, and partners for understanding and implementing our safeguarding policy effectively. The Global Council will ensure that resources, such as policy documents, reporting procedures, and advice on best practices, are readily available to everyone associated with ASA. Additionally, anyone needing further assistance can directly approach the ASA Executive Director for support.

ARTICLE 8: PARTNERSHIP AGREEMENTS

ASA is committed to regularly reviewing and updating our safeguarding policy to ensure its effectiveness and alignment with best practices. The Executive Director, in coordination with the Global Council, will be responsible for conducting this review at least annually or following any serious incident to ensure that our policy remains robust and effective.

ARTICLE 19: REVIEW AND UPDATE

This policy will be regularly reviewed and updated to ensure it is effective and complies with applicable laws and best practices. All updates must be approved by the Global Council.