

RNZWCS LIMITED (ROTARY NEW ZEALAND) - SAFEGUARDING POLICY AND PROCEDURES

What does safeguarding mean for RNZWCS Limited (Rotary New Zealand)?

RNZWCS Limited (Rotary New Zealand), is committed to zero tolerance of sexual harassment, exploitation and abuse doing everything in its power to prevent such from happening. The Code of Conduct, provides a framework for RNZWCS Limited (Rotary New Zealand) consultants and/or volunteers, regardless of location, to carry out their duties and regulate their conduct.

How RNZWCS Limited (Rotary New Zealand) consultants, volunteers, partners and people it works with safely report cases of misconduct?

Anyone (including RNZWCS Limited (Rotary New Zealand)'s partners and people it works with) can raise a concern or make a complaint to RNZWCS Limited (Rotary New Zealand) about something experienced or witnessed without fear of retribution.

The [whistleblowing policy](#) affirms and clarifies RNZWCS Limited (Rotary New Zealand)'s commitment to help and protect their consultants and/or volunteers to safely report serious misconduct or wrongdoing, without having to worry that punitive action will be taken against them.

For general concerns and complaints, email info@rnzwcs.org

For more significant issues of serious wrongdoing / misconduct (e.g. sexual harassment, exploitation, abuse, fraud, corruption, or discrimination of any kind),
Telephone (+64 272695615) for a confidential conversation with the Executive Director

HOW DOES THE INCIDENT REPORTING PROCESS WORK?

RNZWCS Limited (Rotary New Zealand) commit to engage all relevant parties and to act swiftly. Detailed information is essential and can be anonymous.

HOW DOES RNZWCS Limited (Rotary New Zealand) OPERATE TO PREVENT ABUSE AND MISCONDUCT FROM HAPPENING IN THE FIRST PLACE?

RNZWCS Limited (Rotary New Zealand) is committed to:

- **Prevention:** Includes training, communications and information to prevent risk of harm and abuse, regular revision of consultant and/or volunteer screening processes, risk assessment and evaluation of capability.
- **Support and care:** Provide resources to support and care for those who have experienced sexual harassment, abuse and/or violence ensuring consultants and/or volunteers have access to specialised training and real-life experience.
- **Response:** Includes strengthening and harmonising policies and procedures, and ensuring these are clear and accessible. RNZWCS supports an environment of information sharing and people being held to account.

RNZWCS Limited (Rotary New Zealand)'s safeguarding and related policies

RNZWCS Limited (Rotary New Zealand) regularly updates its safeguarding policies including the Policy for the Prevention of Sexual Exploitation, Abuse and Harassment.

You can read RNZWCS Limited (Rotary New Zealand)'s Code of Conduct on www.rnzwcs.org