קרן רשי
RASHI FOUNDATION

רשת
יחד מקדמים מוביליות חברתית

Safeguarding Treaty Principles and Rules

Safeguarding

Safeguarding is a general term that refers to organizational culture, processes and work routines aimed at protecting the health, well-being and rights of the organization's employees, volunteers and service recipients. Safeguarding is kept by creating a healthy and safe organizational environment, and effective response in cases of injury of any kind.

The concept of safeguarding includes seven types of harm that may occur as part of the organization's work: physical harm, sexual harm, emotional harm, neglect, financial harm, information security, and investigations and terrorism plot.

Purpose

The Rashi Foundation leads the Rashi Network, which includes also the following NGOs: Northern Goals Association, Tafnit Association, Ma'ase Center, Ofek Association, Gvahim Association, Yahdav Association, Beit Yatziv and the Cyber Education Center (the Network members).

The purpose of the treaty is to set the safeguarding policy, rules and principles that the Network members undertake to follow. However, being part of the network does not restrict the members' independence or their activity, and each member may add its own rules and guidelines.

Policy

The Rashi Network members believe that every person, regardless of religion, race, gender or sexual preference, has the right to be protected from any harm, neglect, abuse or exploitation.

Every member of the Rashi Network undertakes to design a policy that does not allow harm of any kind and that does not tolerate any violence, bullying, humiliation, abuse and harassment, including sexual harassment, with an emphasis on ensuring the safeguarding of helpless minors and adults.

Principles and rules

✓ **Each Network member undertakes to establish safeguarding procedures that include the following components:**

Values > Assimilation of safeguarding values with regard to the conduct of employees, volunteers and service recipients, in their interrelations as well as in their interaction with visitors in the offices and in their places of activity, during the activity, with an emphasis on creating a safe and secure work environment for them.

With regard to employees:

Recruitment and selection processes > Setting processes that include screening of candidates who may pose a risk, and coordinating expectations with the final candidates with regard to norms of behavior, emphasizing the organization's commitment to ensure safeguarding.

Healthy and safe work environment > Creating a work environment that guarantees the use of respectful language and acceptable norms of behavior that advance safeguarding in the organization, appointing a safeguarding officer, and holding periodic information and training sessions.

With regard to the participants in the organization's programs, with an emphasis on minors and helpless adults:

A healthy and safe environment > Ensuring a healthy and safe environment, including the establishment of a mechanism for protection against harm, abuse and neglect, and prevention of any physical or mental harm.

Handling violations > Designing a mechanism for dealing with cases of suspected violation of safeguarding.

Learning lessons > Taking the necessary steps against those who violate safeguarding, reporting to the relevant authorities in accordance with the requirements of the law, and drawing conclusions and implementing them.

✓ **Each of the Network members undertakes to implement its own safeguarding procedures, act on them and update them if necessary.**

✓ **Each of the network members undertakes to take all necessary measures against those who violate its safeguarding procedures.**

✓ **Each of the Networks members undertakes to protect the dignity and privacy of all those involved in an incident of violation of safeguarding, and to maintain full discretion, except to the extent necessary for handling the incident or as required by law.**

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