



## CARE International Safeguarding Policy: Definitions

These definitions are provided to help with understanding and application of the CI Safeguarding Policy and the CI Safeguarding Code of Conduct. The definitions will be updated as required and are owned by the CI PSHEA Focal Points. Please contact your PSHEA Focal Point if you have any queries or questions on these definitions.

### **Safeguarding**

The measures we take to prevent, report, and respond to harm or abuse and to protect the health, well-being, and human rights of anyone that comes into contact with CARE, whether it is CARE Employees and Related Personnel, partners, program participants and communities.

### **Sexual Harassment<sup>1</sup>**

Sexual harassment is any unwelcome sexual advance, request for sexual favor, verbal or physical conduct or gesture of a sexual nature. It is also any other behavior of a sexual nature that might reasonably be expected, or be perceived, to cause offence or humiliation to another person, when such conduct interferes with work, is made a condition of employment, or creates an intimidating, hostile or offensive work environment. While typically involving a pattern of behavior, it can take the form of a single incident.

### **Sexual Exploitation<sup>2</sup>**

Sexual exploitation means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.

### **Sexual Abuse**

Sexual abuse means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

### **A Child<sup>3</sup>**

A child is any individual under the age of 18, irrespective of local country definitions of when a child reaches adulthood.

### **Vulnerable Adult**

Anyone 18 years or over who -

- is unable to take care of themselves/protect themselves from harm or exploitation; or
- due to their gender, mental or physical health, disability, ethnicity, religious identity, sexual orientation, economic or social status, or because of disasters and conflicts, are deemed to be at risk.
- is in a situation of subordination and therefore experiencing a power differential putting them at risk of sexual harassment, exploitation and abuse, physical and emotional abuse and neglect.

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<sup>1</sup> Definition of “sexual harassment” from the United Nations Secretary-General’s bulletin: Prohibition of discrimination, harassment, including sexual harassment, and abuse of authority (ST/SGB/2008/5).

<sup>2</sup> Definitions of “sexual exploitation” and “sexual abuse” from the United Nations Secretary General’s Bulletin: Special measures for protection from sexual exploitation and sexual abuse (ST/SGB/2003/13).

<sup>3</sup> Definition of child from the Inter-Agency Standing Committee (IASC) Guidelines to implement Minimum Operating Standards for Protection from Sexual Exploitation and Abuse by UN and non-UN Personnel, March 2013.



**Adult Abuse** (involves one or more of the following):

**a) Emotional Abuse**

Emotional abuse can occur from inappropriate verbal or symbolic acts towards a person. It is an attempt to scare, control or isolate an individual by intimidation or fear. It may involve deliberately telling an individual they are worthless, humiliating, and degrading treatment, restricting a person's movement, not giving a person the opportunity to express their views, mocking a person, and coercive and controlling behavior or blackmail. For the purposes of the CI Safeguarding Policy, emotional abuse is defined in relation to the (mis)treatment of program participants and community members. CARE Employees and Related Personnel must refer to their HR policies if they are experiencing emotional abuse and/or bullying by CARE Employees or Related Personnel.

**b) Neglect**

For the CI Safeguarding Policy, neglect is when a CARE Employee or Related Personnel has a duty within their job role to meet basic and essential needs of program participants or community members, and can do so, yet fails to. This might be deliberately or by failing to understand such needs. It includes deliberately withholding essentials such a medication, food, water, shelter.

**c) Physical Abuse**

The intentional use of force or actions that can lead to physical harm or injuries including potential physical harm. Examples are pushing, punching, slapping, kicking, biting, spitting at someone, burning, restraining, or striking someone with an object. There may be single or repeated incidents.

**d) Financial and material abuse**

This type of abuse includes controlling money or resources through stealing, deception, coercion or another type of inappropriate action. This type of abuse can extent to wills, property inheritance or valuable assets (e.g., jewelry). Financial and material abuse is sometimes linked to other types of abuse including coercive control, physical or sexual abuse.

**Coercive Control**

Coercive control is an act, or a pattern of acts of assault, threats, humiliation or intimidation or other abuse by a person that is used to harm, punish, or frighten their victim/survivor. Such controlling behavior is designed to make a person dependent on their abuser by isolating them from support, exploiting them, depriving them of independence and regulating their everyday behavior.

**Child Exploitation and Abuse**

Child Abuse consists of anything which individuals, organisations or processes do, or fail to do, which directly or indirectly harms children or damages their prospect of a safe and healthy development into adulthood.

Child Exploitation is an umbrella term used to describe the abuse of children who are forced, manipulated, coerced, or trafficked into exploitative activities. This includes modern slavery and trafficking of children, and children forced or recruited into armed conflict.

**Child Exploitation and Abuse can involve one or more of the following:**

**a) Child Physical abuse**

Child Physical Abuse is the intentional use of physical force that deliberately or inadvertently results in harm to a child. This may for instance, take the form of slapping, hitting, punching,



shaking, kicking, beating, burning, shoving, or grabbing. Physical abuse can be a single or repeated act. It doesn't always leave visible marks or injuries.

**b) Child Emotional abuse**

Child Emotional Abuse involves harming a child's emotional, intellectual, mental or psychological development. It includes inappropriate verbal or symbolic acts and humiliating and degrading treatment toward a child or a pattern of failure over time to provide a child with adequate non-physical nurture and emotional availability. Such acts have a high probability of damaging a child's self-esteem or social competence. Examples include, but are not limited to, threats, yelling/screaming, name-calling, constant criticism, and belittling.

**c) Child Neglect**

Child Neglect is the failure to meet a child's basic needs. It is the failure to provide a child (when a person can do so) with the conditions that are culturally accepted as being essential for their physical and emotional development and well-being. This includes failure to provide adequate food, sufficient or seasonally appropriate clothing, and/or shelter.

**d) Child Sexual Abuse**

Child Sexual Abuse is any form of sexual activity with a child, whether the child is aware of it happening, or not. It is evidenced by sexual activity between a child and an adult or another child, who by age or development is in a relationship of responsibility, trust or power and the sexual activity is intended to gratify or satisfy the needs of the other person. It includes, but is not limited to, contact activities such as assault by penetration, masturbation, kissing, rubbing, and touching outside of clothing, the use of a child in sex work, child sexual exploitation and early marriage. Child sexual abuse also includes non-contact activities, such as the inducement or coercion of a child to engage in any sexual activity, exposing a child to online sexual exploitation material, the use of children in the production of indecent images and materials or taking sexual exploitative images of children. Child sexual abuse can be perpetrated by anyone - adult men and women, as well as other children.

**e) Child Sexual Exploitation**

Child Sexual Exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity - (a) in exchange for something the victim/survivor needs or wants, and/or, (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim/survivor may have been sexually exploited even if the sexual activity appears consensual, as children are deemed incapable of consent. Child sexual exploitation does not always involve physical contact, for example, it can occur with the use of technology. Child sexual exploitation also includes forced marriage and human trafficking. Any person can be a perpetrator of child sexual exploitation regardless of their age or gender. Children who have been/are being exploited can also be used by perpetrators to 'find' or coerce other children into being exploited.

**f) Child Labour**

Child Labour is work that deprives children of their childhood, their potential, and their dignity, and that is harmful to physical and mental development. It is work that: deprives them of the opportunity to attend school; obliges them to leave school prematurely; or requires them to attempt to combine school attendance with excessively long and heavy work.



If a child is part of an apprenticeship scheme within the statutory law of the country and does not meet any of the above criteria, this would not be considered by CARE as child labour. However, any contractor or sub-contractor must inform CARE of the name of any apprentice who will be directly involved with our work and provide written justification of their employment in accordance with national laws.

### **Grooming and online grooming**

Grooming generally refers to predatory conduct undertaken by an offender to prepare a child or vulnerable adult for sexual activity at a later time. It often involves the act of building the trust of children and/or their carers or a vulnerable adult and coercive control, to gain access to them to sexually abuse them. For example, grooming includes the provision of, or attention paid to a specific child or adult, providing gifts, money, drugs or alcohol to them, encouraging sexual feelings or exposing them to sexual concepts through conversation or exposure to pornography or indecent images.

Online grooming is the act of sending an electronic message, series of messages, or engaging over an online platform, with content that may be of an indecent nature, with the intention of committing sexual abuse. Using online methods (devices, social media, online forums etc), the abuser will build a relationship, trust and emotional connection with a child or vulnerable adult with the intention of manipulating, exploiting, and abusing them, or forcing them into sexually abusive activities with another person, and/or forcing the child or vulnerable adult to send indecent images. Perpetrators may threaten to expose the victim/survivor and use intimidating and coercive behaviours to control those whom they are abusing. Some children or vulnerable adults may not be aware that they are being groomed and may think that the behaviour is normal, or they do not have a choice.

Both children and vulnerable adults can be victims/survivors of grooming and online grooming, with children being particularly targeted online.

### **Victim/Survivor**

A person who has been abused in any form, including sexual exploitation, sexual harassment, sexual abuse, physical and emotional abuse, neglect, and child abuse. CARE acknowledges that individuals may prefer the term “victim” or “survivor”, thus both are included within the definitions and CARE’s Safeguarding Policy.

### **Complainant/Reporter**

The person filing a complaint or reporting a concern that involves an allegation of abuse (this may or may not be the affected individual, or victim/survivor).

### **Subject of Complaint**

A person (or group of persons) who is/are alleged to have committed any form of abuse, including sexual harassment, exploitation or abuse, physical and emotional abuse, neglect or child abuse or any other type of crime or offence.

### **Community Volunteer**

A person from the local community where CARE is working who undertakes tasks for CARE of a voluntary nature.

### **Incentive Worker**

A person who is provided an incentive (financial or non-financial) to do tasks for CARE that have a temporary and voluntary character. Incentive workers may, for example, be people with refugee



status, internally displaced peoples, returnees, or members of the host community, who are working for CARE by doing tasks in return for incentives.

**Visitors**

Refers to a range of persons who are visiting CARE offices or programs, including but not limited to: donor representatives, journalists, media, researchers, celebrities, family members.