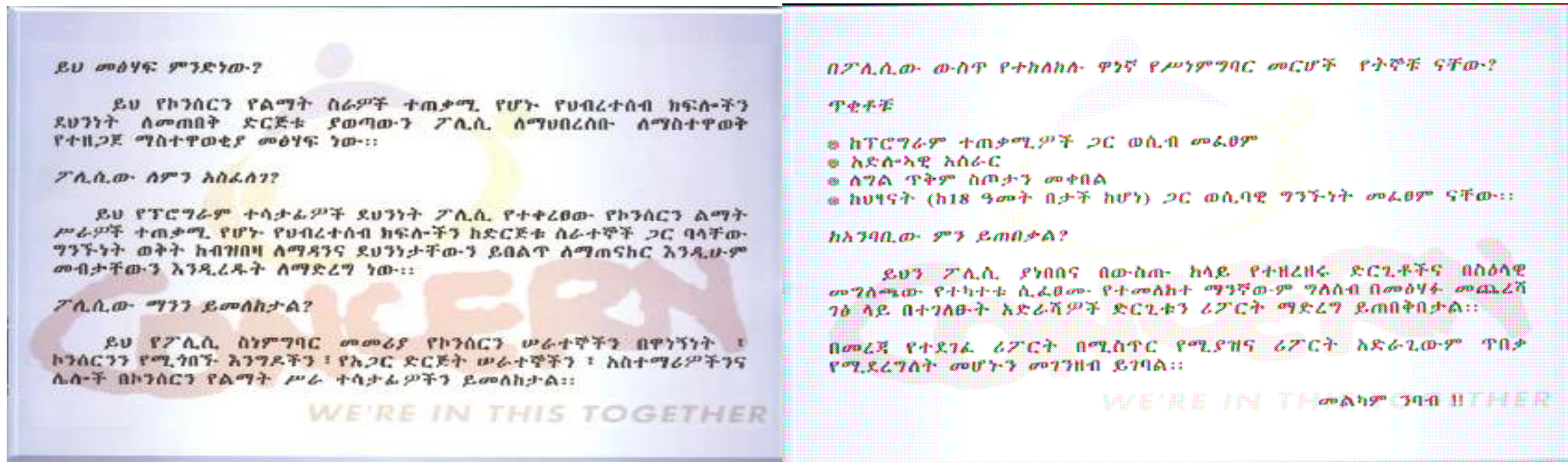


Scanned copy of Concern Worldwide Ethiopia's booklet aimed at explaining the organisational Programme Participants Protection Policy to community members – translation from Amharic to English is shown below each scanned page.



**Concern Ethiopia**  
**Program Participant Protection Policy**  
*A booklet prepared to raise the awareness of beneficiaries about the P4*

*June 2000 /Ethiopian Calendar*



**What is this booklet?**  
 This booklet is an educational material designed to make concern development program beneficiaries aware about the program protection policy of the organization.

**Why the policy?**  
 Concern's Programme Participant Protection Policy has been developed to ensure the maximum protection of programme participants from exploitation and to clarify the responsibilities of Concern staff and the standards of behaviour expected of them.

**Who is the policy applicable on?**  
 This policy is applicable principally on Concern employees, visitors, partner organizations and their employees, teachers and others who are involved in Concern's development and relief work.

**Which are the principal conducts the policy categorizes as inappropriate behaviour?**  
 Some are:

- Sexual relationship with program beneficiaries
- Discrimination
- Soliciting personal gifts
- Sexual relationships with children (a person under the age of 18)

**What is expected of the reader?**  
 Any one who has read this document and witnessed a violation of the codes of conducts discussed in the booklet and depicted in the drawings has a responsibility of reporting the violation using the addresses indicated at the back of this booklet.

Reports of violations supported by evidence will be handled confidentially and protection to the witness will be extended.

Enjoy reading!





*Awarding goods that are due to programme participants for other parties in order to obtain payments for personal benefit is highly prohibited.*



*Goods from the organisation must be distributed in public by holding discussions with program participants.*





*Any threatened or actual act of physical harassment against women is highly prohibited.*



*Women have the right to be equally treated, contribute to and benefit from the organisation's programs.*



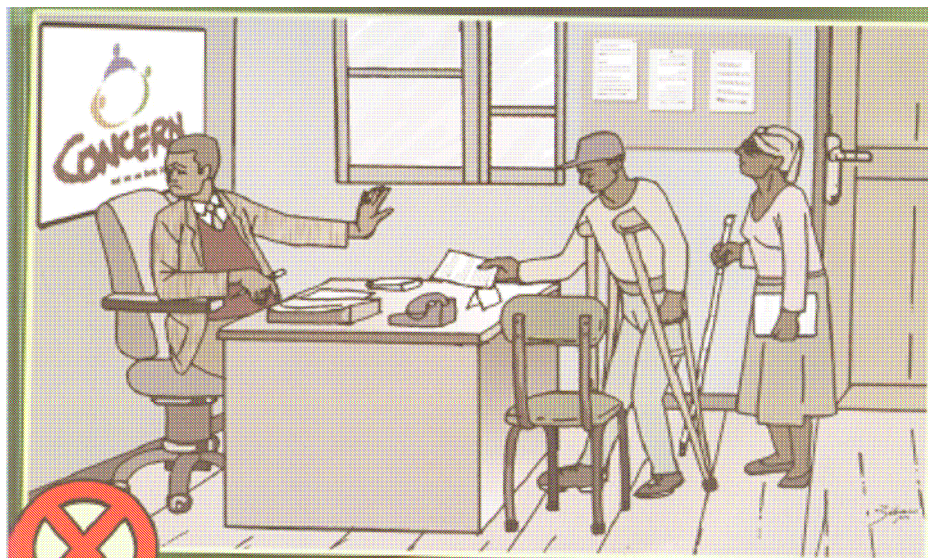


*Any act of discrimination against the elderly is prohibited.*



*Concern's employees must demonstrate and extend special care and respect for the elderly.*





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*Hampering the participation of the disabled in programs is prohibited.*

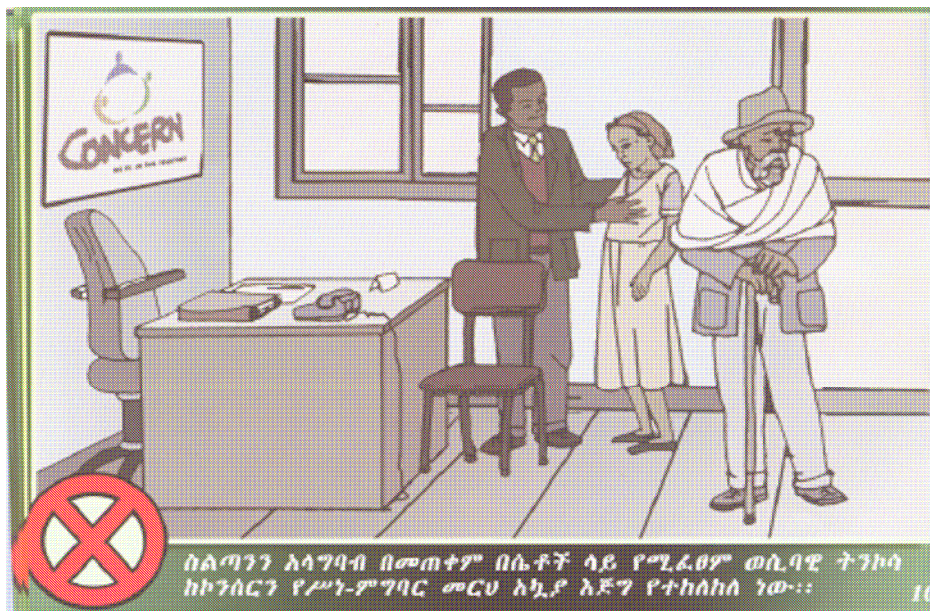


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*Disabled people have the right to become equal program participants like any other member of the society.*





*Abusing position of responsibility to engage in sexual harassment against women contravenes Concern's Code of Conduct.*



*Concern employees should not, under any circumstances, accept sexual favours victimizing women as negotiating ground for obtaining personal benefits.*



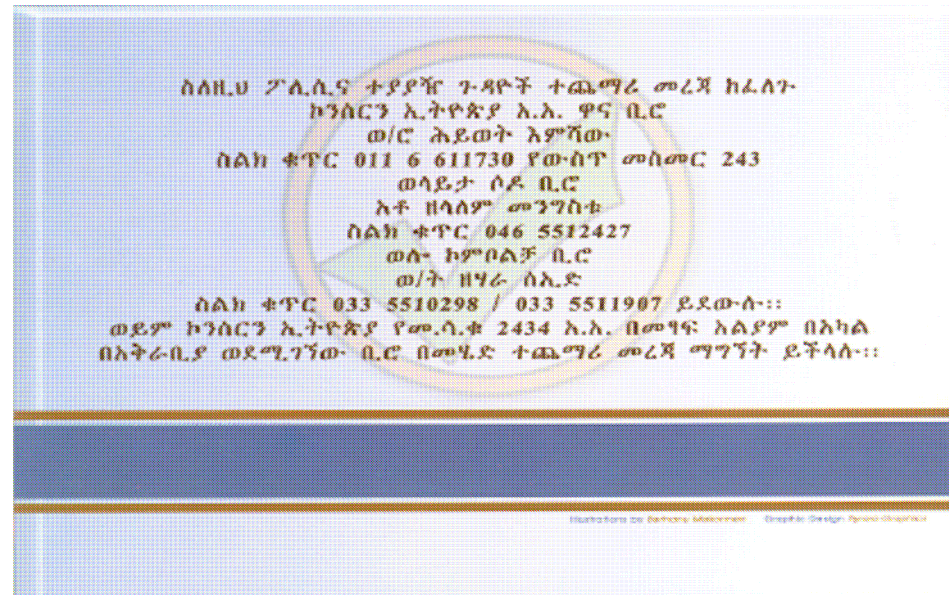


*Sexual activity between a Concern staff member and a child is prohibited.*



*Teachers are responsible for nurturing children with full care without discrimination.*





*If you seek additional information on the P4 and other related issues please contact*

*Mrs Hiwot Emishaw ,  
Addis Ababa Head Office  
Telephone: 0116 611730 /extension 243/*

*Wolaita Sodo office  
Zelalem Mengistu  
Telephone : 046 5512427*

*Wollo Kombolcha office  
Miss zehara Said  
Telephone: 033 5510298/ 033 5511906*

*Or write to*

*Concern Ethiopia  
P.O.Box: 2434  
Addis Ababa*

*You can also visit the Concern office near you.*