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

BU 00049 903870-7

ይህ የኮንሰርን የልማት ስራዎች ተጠቃሚ የሆኑ የሀብረተሰብ ክፍሎችን ደሀንነት ለመጠበት ድርጅቱ ያወጣውን ፖሊሲ ለማሀበረሰቡ ለማስተዋወቅ የተዘጋጀ ማስተዋወቂያ መፅሃፍ ነው።

ፖሊሲው ለምን አስፈለን?

ይህ የፕሮግራም ተሳታራዎች ደህንነት ፖሊሲ የተቀረፀው የኮንሰርን ልማት ሥራዎች ተጠቃሚ የሆኑ የህብረተሰብ ክፍሎችን ከድርጅቱ ሰራተኞች ጋር ባላቸው ግንኙነት ወቅት ከብዝበዛ ለማዳንና ደህንነታቸውን ይበልጥ ለማጠናከር እንዲሁም መብታቸውን እንዲረዱት ለማድረግ ነው።

TARO TTTT EMANTA?

ይህ የፖሊሲ ስነምግባር መመሪያ የኮንሰርን ሠራተኞችን በዋነኝነት ፣ ኮንሰርንን የሚጎበኝ- እንግዶችን ፣ የአጋር ድርጅት ሠራተኞችን ፣ አስተማሪዎችንና ሴስ-ች በኮንሰርን የልማት ሥራ ተሳታፊዎችን ይመለከታል።

WE'RE IN THIS TOGETHER

በፖሊሲው ውስጥ የተከለከሉ ዋንኛ የሥንምግባር መርሆች የትኞቹ ናቸው?

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- ® ከፕሮግራም ተጠቃሚዎች ጋር ወሲብ መልፀም
- ወ አድሎጓዊ አሰራር
- ልግል ጥቅም ስጦታን መቀበል
- ⊗ ከህፃናት (ከ18 ዓመት በታች ከሆነ) ጋር ወሲባዊ ግንኙነት መፈፀም ናቸው።

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ይህን ፖሊሲ ያነበበና በውስጡ ክላይ የተዘረዘሩ ድርጊቶችና በስዕላዊ መግለጫው የተካተቱ ሲፈፀሙ የተመለከተ ማንኛውም ግለሰብ በመፅዛፉ መጨረሻ ገፅ ላይ በተገለፁት አድራሻዎች ድርጊቱን ሪፖርት ማድረግ ይጠበቅበታል።

በመረጃ የተደገፉ ሪፖርት በሚስጥር የሚያዝና ሪፖርት አድራጊውም ጥበቃ የሚደረግለት መሆኑን መገንዘብ ይገባል።

WE'RE IN THOMAS SON BITHER

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:

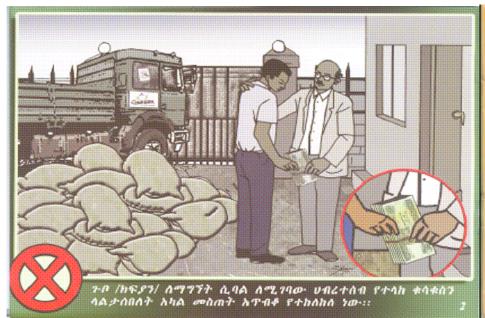
- Sexual relationship with program beneficiaries
- Discrimination
- Soliciting personal gifts
- Sexual relationships with children (a person under the age of 18)

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.

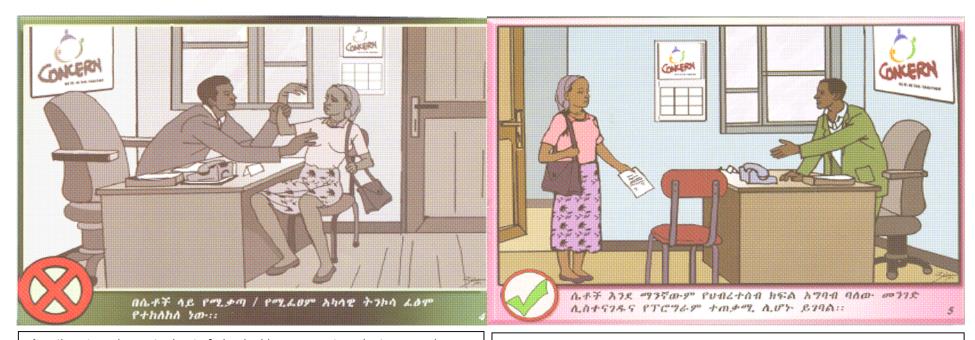
Enjoy reading!





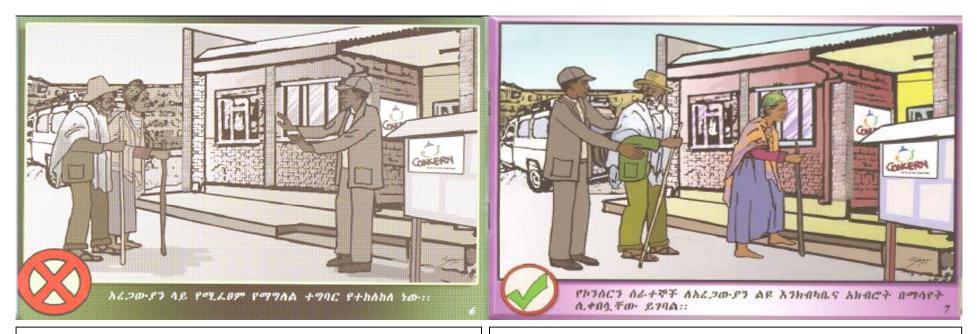
Awarding goods that are due to programme participants for other parties in order to obtain payments for personal benefit is highly prohibited.

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.



Hampering the participation of the disabled in programs is prohibited.

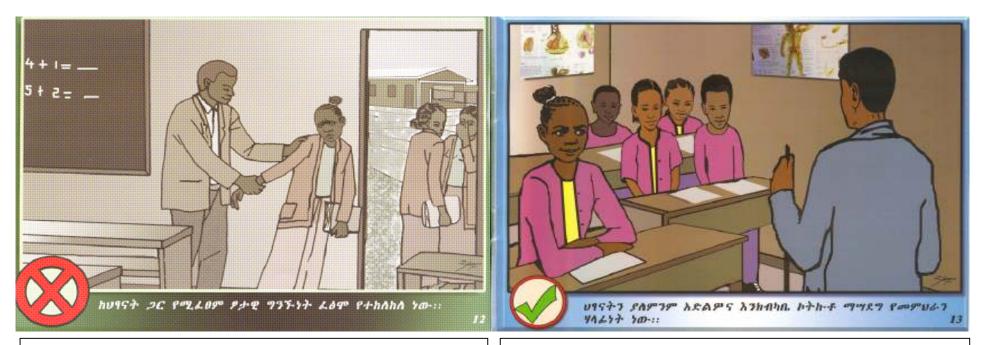
Disabled people have the right to become equal program participants like any other member of the society.





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.

ስለዚህ ፖሊሲያ ተያያዥ ጉዳዮች ተጨማሪ መረጃ ክፌስጉ ከንሰርን ኢትዮጵያ አ.አ. ዋና ቢሮ መ/ሮ ሕይወት አምሻው ስልክ ቁፕር 011 6 611730 የውስፕ መስመር 243 መሳይታ ሰዶ ቢሮ አቶ ዘሳስም መንግስቱ ስልክ ቁፕር 046 5512427 መሰ- ከምስልቻ ቢሮ መ/ት ዘዓራ ስኢድ

ስልክ ቁጥር 033 5510298 / 033 5511907 ይደውሉ። ወይም ኮንሰርን ኢትዮጵያ የመ.ባ.ቁ 2434 ኢ.አ. በመፃፍ አልያም በአካል በአትራቢያ ወደሚገኘው ቢሮ በመሄድ ተጨማሪ መረጃ ማግኘት ይችላሉ።

Eligate y Rights (per American Administration) - Compatible Considers Agricultural Science (American American)

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.