



Ubuntu Youth Organization-UYO

Address: Kawangware 46, Opposite Mayers Lounge Nairobi, Kenya

Tel: +254 706 741 890 || Website: www.ubuntuyouthorganization.com

E-mail: ubuntuafrica2016@gmail.com || P.O. Box: 9365-00100 Nairobi, Kenya.

Safeguarding Policies



Ubuntu Youth Organization-UYO

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Introduction

Safeguarding as Ubuntu Youth Organization (UYO), our safeguarding policy and associated procedures are put in place to ensure the safety and well-being of children, young people, and vulnerable adults. It is our responsibility to ensure that our employees, volunteers, partners, vendors, and operations do not cause any harm to these individuals.

Our safeguarding policy aims to prevent discrimination, neglect, harm, and abuse towards vulnerable people. We recognize that those in positions of trust and power can pose a risk, so we take measures to protect individuals from any form of exploitation or mistreatment.

Furthermore, our policy extends to protecting our own employees and volunteers when they are vulnerable, such as when they are ill or at risk of harm or abuse. We prioritize their safety and provide support when needed.

Child protection is an integral part of our safeguarding policy. We are committed to identifying and responding to cases where children are suffering or at risk of significant harm due to abuse or the nature of our work. We have measures and structures in place to prevent and address such situations. As an organization involved in development activities, we recognize the increased awareness of the risks vulnerable individuals face. We strive to ensure that our interactions with young people and vulnerable adults, both directly and indirectly, do not expose them to harm or exploitation.

UYO acknowledges our obligation to implement reasonable safeguarding measures. We aim to create a safe environment for children, young people, and vulnerable adults. This includes not only those with whom we work directly but also those in the communities where our work takes place.

Purpose



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The purpose of the safeguarding policy and associated procedures for Ubuntu Youth Organization (UYO) is to ensure the protection of vulnerable individuals, such as children and young people, staffs, stakeholders, partners who are engaged with the organization. These policies and procedures aim to prevent and investigate any abuse of power or misconduct by staff members. By implementing careful recruitment and hiring practices, UYO can reduce the risk of staff misconduct.

The policy also emphasizes the importance of confidentiality when handling personal information and protection-related data. Adhering to these guidelines and codes of conduct helps create a safe environment and holds staff accountable for their actions. Failing to comply with the safeguarding policy may result in disciplinary actions, including termination of employment or contract.

UYO's safeguarding policy aligns with international norms and standards for protecting children in armed conflict and is part of the broader commitment of the United Nations to promote the protection of civilians. See the section on definitions below

Terms Definitions

Abuse is defined as a violation of an individual's human and civil rights by another person or persons. It can take various forms, such as physical, psychological, financial, or sexual abuse, neglect, or exploitation. Abuse can result in actual or potential harm to the health, survival, development, or dignity of a child, young person, or vulnerable adult. It can be a single act or repeated acts, intentional or unintentional, and often involves criminal acts.

Discriminatory abuse refers to abuse that is motivated by a person's age, race, nationality, sex, sexual orientation, disability, or other personal characteristics. It involves targeting a vulnerable person based on these factors and subjecting them to mistreatment or harm.

Financial or material abuse includes behaviors such as theft, fraud, exploitation, pressuring someone in connection with wills, property or inheritance, misusing or misappropriating their property, possessions, or benefits. It involves taking advantage of a vulnerable person's financial resources or material possessions for personal gain.



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Neglect is the persistent failure to meet a vulnerable person's basic physical and/or psychological needs, which can result in serious impairment to their health or development. Examples of neglect include not providing adequate food, clothing, or shelter; failing to protect them from harm or danger; inadequate supervision or caregiving; and not ensuring access to necessary medical care or treatment. Neglect also encompasses the failure to meet a vulnerable person's emotional needs.

Physical abuse involves causing physical harm to a vulnerable person through actions such as hitting, shaking, throwing, poisoning, burning, drowning, suffocating, or misusing medication. It can also include the inappropriate use of restraints or sanctions.

Psychological abuse refers to the infliction of emotional harm on a vulnerable person. This can include threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation, or withdrawal of support. Psychological abuse can involve silencing a vulnerable person, imposing age-inappropriate expectations or interactions, engaging in bullying or cyberbullying, or exploiting and corrupting them.

Sexual abuse involves forcing, enticing, or coercing a vulnerable person to participate in sexual activities without their consent or understanding. These activities can include physical contact, such as assault, penetration, or non-penetrative acts, as well as non-contact activities like viewing or producing sexual images, encouraging inappropriate behavior, grooming, or using the internet for exploitation. Sexual abuse can be perpetrated by adults or other children.

In the context of safeguarding policies, **a child** is defined as anyone under the age of 18, regardless of the age of majority in their country. Children are considered more vulnerable to abuse and exploitation due to factors such as age, gender, social and economic status, developmental stage, and dependence on others.

A vulnerable person is an umbrella term that includes children, young people, and vulnerable adults. It encompasses individuals who may be at risk of abuse, harm, or exploitation due to factors such as disability, age, gender, social and economic status, or illness. These individuals may be unable to protect themselves or take care of their own well-being.

A vulnerable adult refers to a person who is 18 years or older and may be unable to protect themselves against abuse, harm, or exploitation due to factors such as disability, age, gender,



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social and economic status, or illness. They require support and safeguarding measures to ensure their well-being.

Youth or young people are individuals aged 15 to 25, or sometimes up to 35 in certain countries. While they fall between the categories of children and adults, they have specific safeguarding needs that require distinct consideration. Recognizing the unique challenges and vulnerabilities faced by young people is important in safeguarding policies and practices.

Scope

The Safeguarding Policy for individuals working with Ubuntu Youth Organization (UYO) is applicable to all employees of UYO Nationwide or worldwide as applicable. This includes both paid and unpaid staff members, such as directly employed staff, trustees, contractors, agency workers, consultants, volunteers, interns, and visitors to UYO work programs and offices. It also extends to implementing partners who receive funding from UYO.

The policy aims to ensure the protection and safeguarding of vulnerable individuals, and it outlines several key principles and responsibilities. These include:

- I. **Legal Obligations:** The policy demonstrates how UYO will fulfill its legal obligations and provides reassurance to volunteers, employees, partners, and the public. It clarifies what measures UYO will take to protect and safeguard vulnerable people.
- II. **Reporting Concerns:** The policy establishes a procedure through which individuals can safely voice any concerns they may have. It emphasizes that all reports of abuse or potential abuse will be taken seriously and addressed effectively.
- III. **Recording and Monitoring:** UYO has an efficient system in place for recording and monitoring reports of abuse or potential abuse. This ensures that appropriate actions are taken and that the organization remains accountable.
- IV. **Induction and Training:** Employees, volunteers, sub-contracted agencies, and partners of UYO receive appropriate induction and training on safeguarding. This ensures that all individuals associated with UYO are aware of their responsibilities and equipped with the necessary knowledge to protect vulnerable individuals
- V. **Safe Recruitment:** UYO has implemented a robust recruitment procedure that prioritizes the safety and well-being of vulnerable individuals. This includes thorough background checks, screening, and vetting processes.



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Furthermore, there are specific procedures in place for individuals who have direct or indirect contact with children, young people, vulnerable adults, or those living in communities alongside them. These additional procedures ensure that UYO takes extra precautions to safeguard these vulnerable groups.

Policy Statement

Ubuntu Youth Organization (UYO) has zero tolerance against abuse and exploitation of vulnerable people. Ubuntu also recognizes that safeguarding is everyone's responsibility and that it has an obligation to put in place reasonable measures to ensure, as far as possible, the safety and wellbeing of vulnerable people with whom we work and those in the communities in which we live.

UYO works to the following key principles to protect vulnerable people:

- **Equal Protection:** UYO believes that everyone, regardless of age, race, sex, sexual orientation, marriage and civil partnership, pregnancy or having a child, gender reassignment, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status, has an equal right to protection from abuse and exploitation.
- **Best Interests:** UYO prioritizes the best interests of the vulnerable person and ensures that their well-being is the primary consideration in all decision-making processes.
- **Duty of Care:** UYO takes responsibility for meeting its obligations regarding the duty of care towards vulnerable people. If a child, young person, or vulnerable adult is at risk or actually harmed, UYO takes appropriate action.
- **Induction and Compliance:** UYO ensures that all employees and volunteers are familiar with the Safeguarding Standards and procedures as part of the recruitment and onboarding process. Additionally, UYO ensures that all partners are informed about and compliant with the Safeguarding Standards.
- **Consistent Procedures:** When working with partners or sub-contracted agencies, UYO ensures that their safeguarding procedures align with the principles and approaches set out in the policy.



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- **Risk Reduction:** While acknowledging that some level of risk may exist, UYO strives to minimize or limit its impact by implementing measures to reduce risk.
- **Confidentiality and Data Protection:** UYO respects confidentiality and is committed to protecting sensitive personal data. Information should only be shared and handled on a need-to-know basis, with access limited to individuals who have legitimate reasons for accessing the information.
- **Monitoring and Review:** UYO commits to monitoring the implementation of the safeguarding policy and **regularly reviews** the policy every **three years** or earlier if necessary.
- **Cultural Sensitivity:** UYO seeks to work in a culturally sensitive manner, respecting the diverse nature of the people it serves. UYO endorses the **United Nations Convention** on the Rights of the Child and ensures that cultural norms are not used as an excuse to abuse children, young people, or vulnerable adults.

Responsibilities

All employees, volunteers, consultants, agency staff, sub-contractors, partner organizations and visitors are obliged to follow this policy and maintain an environment that prevents exploitation and abuse and which encourages reporting of breaches of this policy using the appropriate procedures.

All people working with UYO will:

The responsibilities of individuals working with UYO according to the policy are as follows:

- **Familiarity and Adherence:** All employees, volunteers, consultants, agency staff, sub-contractors, partner organizations, and visitors are obligated to read, understand, and adhere to the Safeguarding Policy and the Code of Conduct Policy of UYO.
- **Zero Tolerance Approach:** Individuals working with UYO should strive to promote a zero tolerance approach to discrimination, sexual harassment, and abuse in all working environments.
- **Equal and Respectful Relationships:** Individuals should strive to develop relationships with all stakeholders based on equality, trust, respect, and honesty.



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- **Safety and Welfare:** The safety and welfare of children and vulnerable people should be prioritized above all other considerations.
- **Reporting Concerns:** Individuals should report any concerns they may have about the welfare of a child or vulnerable person and any concerns about the behavior of a UYO representative in relation to safeguarding.
- **One-to-One Situations:** In one-to-one situations with a child or young person, individuals should ensure privacy and confidentiality while also taking steps to ensure that another adult is aware of the contact and is in sight.

All people working with UYO will not:

- **Exploitation and abuse:** Individuals should not engage in any form of exploitation or abuse towards others. This includes refraining from any actions that could harm or degrade others, whether it is sexually, physically, or emotionally.
- **Discrimination:** Staff members should not discriminate against others based on factors such as gender, race, ethnicity, sexual orientation, or disability. It is important for individuals to recognize and respond to discrimination in their own programs and activities.
- **Harassment:** It is not acceptable for individuals to engage in any form of harassment, including sexual harassment, in the workplace. This includes unwelcome advances, comments, or actions that create a hostile or offensive environment for others.
- **Violation of privacy:** Individuals should respect the privacy of others and not engage in any unauthorized access or disclosure of personal information. Confidentiality should be maintained when handling sensitive data related to protection, complaints, or gender-based issues.

As UYO managers, here are your responsibilities:

- **Code of conduct:** It is your responsibility to ensure that all staff members, including contractors, sign and adhere to a code of conduct that covers the prevention of sexual exploitation and abuse. You should provide an appropriate induction on the code of conduct to ensure understanding and compliance.
- **Policies and procedures:** You should ensure that policies and procedures are in place to support staff in improving their skills and competencies. This includes mechanisms for performance review, capacity assessment, and talent development.



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- **Duty of care:** Managers have a duty to make humanitarian workers aware of risks and protect them from unnecessary threats to their physical and emotional health. This includes implementing effective security management, providing preventative health advice, and facilitating access to psychological support.
- **Awareness and training:** It is your responsibility to ensure that staff members are aware of the organization's safeguarding policies and codes of conduct. You should provide training and awareness sessions to keep staff updated and informed about their responsibilities and the consequences of breaching the policy.
- **Reporting and investigation:** Managers are responsible for creating a safe reporting environment where staff members feel comfortable coming forward with concerns. You should promptly address and investigate any reports received and take appropriate action to address breaches of the safeguarding policy.
- **Support for complainants:** It is important for managers to provide support to individuals who report breaches of the safeguarding policy. You should create a supportive and non-judgmental environment, ensuring that complainants are supported throughout the reporting and investigation process.
- **Confidentiality and data protection:** Managers have a responsibility to ensure that personal information collected from individuals and communities is treated as confidential. You should establish data protection measures and ensure that staff members understand their obligations regarding confidentiality.

Designated Safeguarding Officers:

Designated safeguarding officers are responsible for handling reports or concerns, about the protection of vulnerable people, appropriately and in accordance with the procedures that underpin this policy.

- The Ubuntu Youth Organization appoints designated Safeguarding Officers who are responsible for overseeing the implementation of safeguarding policies and procedures. They can be partners or consultants.
- These officers with specialized training and serve as the main point of contact for safeguarding-related matters.
- Employees and volunteers are made aware of the designated Safeguarding Officers and their roles within the organization.
- Monitoring and Recording Safeguarding Concerns



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- Ensuring Referrals to The Relevant Authorities Happen Without Delay
- Updating Safeguarding Training for All Staff
- Ensuring This Policy Is Reviewed **Every 3 Years** or Earlier If Necessary
- Ensuring It Is Implemented Throughout the Organization and Safeguarding Training Given
- Ensuring Monitoring and Recording Procedures Are Implemented

UYO Management Committee and (Advisory Board)

As the **UYO Executive Boards**, our main responsibility is to ensure the effective implementation of the safeguarding policy within the organization. We understand the importance of safeguarding vulnerable individuals and strive to create a safe and supportive environment for all.

Procedure Overview

Firstly, we collaborate closely with the all Boards to ensure the safeguarding policy is effectively implemented. We work hand in hand with them to oversee and monitor the implementation of the policy, as well as ensure that all individuals linked with UYO are equipped and supported to meet their safeguarding responsibilities.

1. One of the key measures we have in place is **safe recruitment and vetting processes** for all individuals engaged with UYO, including volunteers, employees, consultants, and partners.
 - We conduct criminal background checks for those involved in 'regulated activity' that directly involves working with vulnerable individuals. This helps us ensure that individuals with a history of misconduct or harm are not allowed to participate in activities that could potentially put vulnerable individuals at risk.
 - We ensure that all employees and volunteers sign and abide by the safeguarding policy and the Code of Conduct. The Code of Conduct sets out the expected standards of practice, including professional competence, integrity, and acting as representatives of UYO. By adhering to the Code of Conduct, we create a culture of accountability and ethical behavior within the organization.



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2. **Induction and support for employees and volunteers** are also prioritized.

- We provide comprehensive **guidelines, support, and training** on various aspects of safeguarding. This includes training individuals on how to respond appropriately when someone discloses a concern or incident, creating a safe and supportive environment for individuals to share their concerns, and emphasizing the importance of confidentiality and non-retaliation policies.
- Moreover, we ensure that employees and volunteers receive **training on recognizing signs of abuse, neglect, or any form of harm**. This training equips them with the necessary knowledge to identify potential risks and take appropriate action. We emphasize the importance of promptly and accurately reporting any suspicions or concerns to the designated authorities within the organization.

3. To further support the effective implementation of the safeguarding policy, we have established **reporting mechanisms** for raising concerns about the behavior or conduct of UYO employees or volunteers. We promote a zero-tolerance policy towards harassment, abuse, and unethical behavior. It is crucial that any suspicions or incidents are reported to the designated authorities within the organization, who will handle the matter appropriately.

4. Lastly, we ensure that employees and volunteers have access to internal resources for **advice and support** regarding safeguarding concerns. We have designated individuals or departments within the organization who serve as points of contact for guidance and assistance.



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Data Protection Policy

- One of our key measures is ensuring that personal information is kept confidential unless we have the agreement of the individual and/or their parent/guardian.
- We respect the privacy of individuals and understand that their personal information should only be shared when necessary and with their consent.
- Exceptions to this rule may occur when it is necessary to pass personal information to a specialized child welfare or law enforcement agency in relation to a safeguarding incident. In such cases, we ensure that the disclosure is done in accordance with legal requirements and with the best interests of the individuals involved.

Minimum Standards

- When contracting employees or volunteers from other employers or working with partners, sub-contracted agencies, or any other organizations, we ensure that they are briefed on our safeguarding policy.
- We emphasize the importance of safeguarding and ask for information on how their organization works to protect vulnerable people. This helps us ensure that everyone we work with is aligned with our safeguarding standards and committed to maintaining a safe and secure environment.

Social Media

Ubuntu Youth Organization has established specific rules regarding the use of **actual names, images, photographs, and recordings**. These rules aim to protect the privacy and dignity of children, young people, and vulnerable adults. Here are the key social media rules outlined in this policy:

- **Respectful Representation:** UYO ensures that names and images of children, young people, or vulnerable adults used in media materials are respectful and do not expose them to further vulnerability. This means avoiding degrading or showing sexual images of children in a naked or partially clothed state.



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- **Written Consent:** UYO only reproduces images and uses names of children, young people, and vulnerable adults with the written permission of their parents/guardians. This permission is obtained using a consent form, as outlined in Appendix 1,2 of this policy.
- **Permission for Young People and Vulnerable Adults:** For young people and vulnerable adults, UYO obtains written permission either from the individuals themselves or from their parents/guardians, depending on what is most suitable in the given situation.
- **Voluntary Participation:** UYO makes it clear to vulnerable people and their families that providing information or images is not a condition of involvement in UYO activities and programs. Consent to sharing information or images is entirely voluntary.
- **Technology Usage:** UYO informs employees, volunteers, and partners about the organization's policies regarding the use of technology.

It is strictly prohibited to use technology for accessing, producing, or distributing any information or violent or sexual images that could harm vulnerable people, including adult pornography.

Raising and responding to concerns

UYO has established rules and procedures for reporting concerns and responding to suspected or actual cases of abuse or exploitation of vulnerable people.

- **Reporting Obligation:** All employees, volunteers, contractors, and partners must report any concerns, suspicions, allegations, or incidents that indicate actual or potential abuse or exploitation of vulnerable people. This also includes reporting any breach of the organization's policy. Individuals should raise their concerns with their line manager, functional lead, or a designated safeguarding officer.
- **Responsibility of Designated Safeguarding Officers:** Designated Safeguarding Officers are responsible for ensuring that the reporting procedure is followed. They play a crucial role in ensuring that suspected or actual cases of abuse are responded to appropriately and consistently. They also ensure that such cases are referred to the relevant statutory authority.



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- **Following the Reporting Procedure:** Reports must be made promptly, and decisions and actions should be taken accordingly. UYO emphasizes that it is not an investigative authority. Therefore, referrals should be made to the relevant law enforcement agency to ensure appropriate protection, support for the vulnerable individual, and collection of evidence in accordance with the law.
- **Confidentiality:** All sensitive and personal data, including the names of individuals who make reports of abuse, must be kept confidential. This information should only be shared on a strictly "need to know basis" to ensure it is necessary for carrying out official duties.
- **Investigation Involving UYO Employees:** In cases where a UYO employee is the subject of an investigation, the lead designated safeguarding officer will take charge of the case.

NOTE: These rules and procedures of this Policy aim to ensure that concerns are properly addressed, that vulnerable individuals are protected, and that appropriate actions are taken in response to cases of abuse or exploitation.



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CODE OF CONDUCT

LETTER OF UNDERSTANDING FOR VOLUNTEERS AND STAFFS POSITION WITH UBUNTU YOUTH ORGANIZATION-UYO.

On behalf of Ubuntu Youth Organization-UYO, I am pleased to offer you volunteers (incentives/staff) and employee engagement with UYO for the position and program/unit mentioned above. Your engagement is subjected to the following terms and conditions:

Name: _____ Sex: Age:

ID/Passport: _____ Address: _____

Position: _____ Phone No. _____

Program/Unit: _____ Reporting to: _____

Full-Time	<input type="checkbox"/>
Part-Time	<input type="checkbox"/>

 Engagement: _____ Email: _____

Nationality: _____

Months	<input type="checkbox"/>
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 Duration: **From:** ____/____/____ **To:** ____/____/____



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A. Understanding your Duties and Responsibilities

You are expected to report to work between 8: 30 am and 4: 30 pm on weekdays, and 9: 30 am to 3 pm on Saturday. Lunch break will be between 12: 30 to 2: 00, or otherwise as instructed by your supervisor.

- You should have good time management while performing your responsibilities at such times and places, as directed by your supervisor on regular basis.
- You are expected to deliver quality and good skills to support the mission and vision of the Ubuntu Youth organization.
- You are expected to effectively fulfill the tasks and responsibilities as given in your job description and follow agreed schedules. Any inability to perform your duties should be immediately reported to your supervisor.
- You are expected to understand and respect the UYO Mission, Vision, and Values to support day-to-day activities.
- At UYG, leave will be granted in the following way:
 - ✓ 24 days' annual leave (2 days per month)
 - ✓ 2 months' maternity leave,
 - ✓ 7 days' paternity leave,
 - ✓ 3 days mourning leave and unpaid leave.
- Sick leave will be granted in agreement with the management as reported to your supervisor. Extension of leave without notice or approval may result in disciplinary action.
- All full-time volunteers/Staff are required to work exclusively for UYO engagement. And part-time volunteers/Staff are required to work 3 to 5 hours per day. Your supervisor will assist you in terms of changing your tasks.
- You are required to submit monthly or quarterly reports and work plans in time, as instructed by your supervisor. Failure to submit work plans and reports will mean that you have not been discharging your duties as required and may result in deduction of volunteer or other disciplinary action.
- You are required to observe all staff meetings as planned by the management.



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B. Conduct and Behaviors

1. You are required to carry yourself with a lot of RESPECT, and to respect others within the organization.
2. You should create a conducive and peaceful environment for workers and clients of the organization. You are required to do it in the community too. Any staff of Ubuntu should not be found engaging in physical fighting, supporting enter-community conflicts, or any other activity that will result in child abuse or violence as mention our child policy.
3. You are required to preserve and ensure good care of any property and materials of UYO under your responsibility in the course of your work.
4. Ubuntu discourages unworthy behaviors. This means any serious unworthy behavior in the meeting, in front of people, Ubuntu clients, staff, or members of Ubuntu (insults, sexual violence, public drunkenness, or repeated discriminatory arguments) is subject to disciplinary action, which may include termination.
5. You must never commit any act of sexual and domestic exploitation against children (0-18 years). These include having sexual relations with anyone under the age of 18; being part of an early/forced marriage plan, committing physical abuse, or any other activity that will result in child abuse or violence. For more information about that you should check our safeguarding and child protection policy.
6. All Ubuntu clients' information should be confidential, will remain as official documentation, and will be not shared with any other entity. Repetitive disclosure of confidential information or other sensitive information concerning Ubuntu clients, members, or activities is subjected to disciplinary action and may result in termination of the current appointment.
7. Ubuntu expect you to be decent at all time, and to maintain your dress cord well. This can be described by the work you are doing (appointed to).
8. Ubuntu expects you to maintain the highest standards of ethical behavior in your personal and professional life. We do not expect our staff to be involved in any type of Gender-Based violence or any other violation of human rights to anyone.



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C. Duration of Appointment, Renewal, and Termination

1. Your appointment is valid for the duration of the months given above. Renewal of this engagement will be subject to available resources, the result of an assessment of the effectiveness in discharging your duties and responsibilities under the current engagement, and your ability to work with others as a team.
2. You may choose to terminate your engagement with Ubuntu by giving written notice at least 14 days before the day of leaving.
3. Subject to the provisions in section B above, Ubuntu may terminate this contract if convinced that you have jeopardized our policies, mission, and vision, or organizational culture, or in case there is any other valid reason that requires termination of this contract.



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Appendix 1

Parental Consent for Photographic/Film Use of Children under 18 years of age/vulnerable adult:

I, (adult's name) _____

Of (address) _____

Being the child/children's/ parent or legal guardian, hereby give permission for

(School name) _____

(School address) _____

To take and use publicity photographs/film of

(child/children's name/s) _____

Age of child

Age of child

Age of child

I hereby consent to the use of my photos for publicity, marketing, and advertising for Ubuntu Youth Organization (UYO) projects. I understand and agree that the photos/film may be combined with other images, text, and graphics, and may be cropped, altered, or modified in any way that UYO deems appropriate.



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I also consent to the provision of this form and the details within it to UYO, and I acknowledge and agree that UYO may store this information on their database.

Furthermore, I understand that the name/s of the child/children will not be given to the press or public without my consent. I am aware that I have the right to cancel this permission in writing, and I trust that UYO will take all reasonable steps to ensure that the photograph/film is withdrawn from future use.

Lastly, I acknowledge that I shall receive no remuneration for providing this assistance."

Signed: _____

Date:



Ubuntu Youth Organization-UYO

Address: Kawangware 46, Opposite Mayers Lounge Nairobi, Kenya

Tel: +254 706 741 890 || Website: www.ubuntuyouthorganization.com

E-mail: ubuntuafrica2016@gmail.com || P.O. Box: 9365-00100 Nairobi, Kenya.

Appendix 2

Consent for Photographic/Film Use

I,, hereby provide my consent for the use of my photos and/or film footage for the purposes of publicity, marketing, and advertising by [Organization Name]. I understand and agree that the photos/film may be used in various promotional materials, including but not limited to brochures, websites, social media, and other communication channels.

I acknowledge and understand that my photos/film may be combined with other images, text, and graphics, and may be cropped, altered, or modified in any way deemed appropriate by [Organization Name]. I agree that I will not have any right to review or approve the final products or materials in which my photos/film are used.

I am aware that I have the right to revoke this consent at any time by providing written notice to [Organization Name]. I understand that, upon receipt of such notice, [Organization Name] will make all reasonable efforts to cease the use of my photos/film in future promotional materials. However, I acknowledge that it may not be possible to withdraw materials that have already been distributed or published.

I confirm that I am over 18 years of age and fully competent to give this consent. I understand the nature and extent of the consent I am providing and the rights I am granting to [Organization Name].

Lastly, I acknowledge that I shall receive no remuneration for providing this assistance.

By signing below, I indicate my voluntary and informed consent to the terms stated above.

Signature: _____



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