



Girls and Woman Safeguarding Policy

Prepared by:



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Girls and Woman Safeguarding Policy of BISAP

Safety Principles & Guidelines

Our commitment to safeguarding girls and woman from any harm

BISAP has a clear and unequivocal safeguarding policy, that aims to make sure no harm to girls and woman who is associated with BISAP. The policy governs the behaviors of BISAP staff, associates and visitors, ensuring we minimize risks to girls and woman & report any concerns about a girls and woman welfare appropriately.

“BISAP is committed to ensuring the safety and protection of all Girls and woman”

Our Safeguarding Policy exists to:

- Embrace the organizations commitment to safeguarding and respecting girls and woman irrespective of age, sex, gender, gender identity, sexual orientation, nationality, ethnic origin, colour, race, religious or political beliefs, disability, physical or mental health, socio-economic background, or any other aspect of their background or identity.
- Ensure we recognize and respond to the specific safeguarding risks and needs regarding gender and other identities, and challenge biases, discrimination and other forms of violence which may arise as a result of these.
- Ensure staff and associates work and interact safely – adopting appropriate codes of conduct – with girls and woman
- Promote the welfare of girls and woman and enable them to achieve the best outcomes
- Prevent harm through proactive measures to identify and mitigate risks
- Protect girls and woman by responding quickly and effectively whenever harm or abuse is identified

This Safeguarding Policy applies to all individuals whom BISAP employs, contracts, any individual who carries work out in the name of BISAP and visitors.

Awareness and Prevention:

We work on creating a culture of awareness where:

- All staff are aware of and understands the problem of abuse and their roles and responsibilities to prevent harm and keep girls and woman.
- Those associated with the organization understand their responsibilities to prevent harm and protect girls and woman.
- Girls and woman we work with are aware of the policy so they know what behaviors to expect and how to report any concerns.

Our Standard

Our Safeguarding Policy has 12 interlinked and mutually reinforcing standards which aim to ensure that BISAP is a girls and woman safe organization.

1. Accountability

BISAP will designate responsibility for safeguarding to staff across the organization to ensure that safety measures are monitored regularly and that any new risks are identified and addressed as quickly and efficiently as possible.

2. Building Know-How

BISAP will ensure that all staff member, visitors and others undertaking stakeholder on behalf of the organization understand their safeguarding responsibilities and have the knowledge and skills necessary to fulfill their obligations ensuring the safety and protection of all Girls and woman.

3. Safe Recruitment

BISAP will ensure that its recruitment processes minimize the risk of engaging any individual who is unsuitable to work with girls and woman.

4. Ensure Partnerships with Association, Community group or organization

BISAP will ensure that all partners, group or organization have the appropriate safeguarding policies and procedures in place to prevent harm to girls and woman's to respond effectively whenever protection concerns are identified.

5. Code of conduct

BISAP will ensure that all staff members & other concerned stakeholder visitors and others undertaking work on behalf of the organization comply with the Code of Conduct when interacting with girls and woman.

6. Girls and Woman Participation

BISAP actively promotes girls and woman meaningful participation in our work. We ensure that safety measures, including risk assessments, are integrated in the design and implementation of overall project, research and events in which girls and woman are invited to participate.

7. Safe Participation and Involvement in Development and self Reliance

BISAP will take every precaution to preserve the privacy and dignity of girls and woman to ensure they are not exposed to risk as a result of their involvement in BISAP project work orientation, meeting, training, workshop, seminar and get together communication materials or campaigns.

8. Digital Privacy and Security

BISAP will ensure that its digital applications, networking, communication, platforms and services at ground are safe, secured and do not result in inappropriate or unethical capture and/or use of data on girls and woman.

9. Reporting and Response Procedures

BISAP will ensure that all Gender Based Violence (GBV) protection concerns are reported through a clear reporting structure and responded to in a timely fashion in a way that safeguards the best interests of the girls and woman where BISAP is operational.

10. Adaptation to the Local Context

BISAP will ensure that its Girls and woman Safeguarding Policy is adapted by BISAP central Office and its all project offices all over the country and its concerned stakeholder to reflect the legal, cultural and social context in which they operate.

11. Monitoring and Evaluation

We monitor the extent to which safeguarding measures are in place, evaluating their effectiveness and undertaking safeguarding reviews/audits. In addition, we undertake staff surveys to monitor attitudes towards and awareness of safeguarding girls and woman.

12. Committed Leadership

The role of leaders in changing an organization's culture should not be underestimated.

Our leadership is committed to role modeling our organizational values and behaviors and upholding the principles of our safeguarding commitment, ensuring the framework is effective.

However, everyone within the organization is expected to take individual responsibility for creating positive changes for girls and woman.

Speak to us about safeguarding

If you have any questions or concerns about Safeguarding girls and woman at BISAP, please contact our

Director: bisapbd@yahoo.com



Mohammad Dostagir
Chairman



S.M. Tareque Javed
Chief Executive-BISAP