

Teach for Lebanon

Child Safeguarding Policy

Adapted from the Child Safeguarding Policy developed by Teach For All

March 2025



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1. Child Safeguarding Policy

Teach For Lebanon (TFL) is fully committed to ensuring the safety and well-being of children and youth. As a network partner, TFL has adopted Teach For All's safeguarding policy, adapting it carefully to the context of Lebanon. This commitment reflects both our dedication to upholding global safeguarding standards and our proactive approach to addressing the unique needs and challenges within Lebanon. This Safeguarding Policy is based on the UN Convention on the Rights of the Child, 1989; the UN Statement for the Elimination of Sexual Abuse and Exploitation and all child-related UN conventions; the national child and youth protection legislation of Lebanon and international good practice. This policy has been adopted requiring covered persons to conduct themselves appropriately with children and youth who participate in Teach For Lebanon activities, take reasonable measures to ensure the safety of such children and youth, and report instances or suspicion of prohibited conduct.

Teach For Lebanon is fully committed to upholding the Teach For All Global Child Safeguarding Policy. This commitment reflects our dedication to creating a safe and protective environment for all children and youth impacted by our work, and we pledge to uphold the highest standards of safeguarding in alignment with Teach For All's global framework.

This policy is adapted to align with Lebanese child and youth protection laws, and it is sensitive to the unique cultural norms and challenges within Lebanon. It is contextualized within the Lebanese laws and cultural considerations. Teach For Lebanon acknowledges that effective safeguarding must consider local legal and social contexts, and we are committed to continuous alignment with national regulations and cultural practices while maintaining international safeguarding standards.

Moreover, the principles being upheld by this adopted safeguarding policy, include the following:

- All children and youth have equal rights to protection from harm.
- Everybody has a responsibility to support the protection of children and youth.
- Organizations have a duty of care to children and youth with whom they work, are in contact with, or are affected by their work and operations.
- If organizations work with partners, they have a responsibility to help partners meet the minimum requirements for protection.
- All actions on safeguarding are taken in the best interests of the child and youth, which are paramount.

2. Definitions

Child(ren): An individual under the age of eighteen years.

Youth: the UN defines youth as between the ages of 15 and 24.

Covered Person: A Teach For Lebanon board member, staff member, fellow, volunteer, consultant, intern, or other adult participant in a Teach For Lebanon activity.

Physical Abuse: Physical contact with a child and/or youth that is intended to cause, or causes, pain or physical injury to a child and/or youth, including, but not limited to, punching, beating, shaking, throwing, kicking, biting, and burning, or directing a child and/or youth, outside the norm of the supervised activity, to perform physical activity which is intended to cause physical injury.

Sexual Abuse: Any behavior which results in touching of the sexual or other intimate parts of a child and/or adult for the purpose of sexual gratification of the child and/or adult, including touching with or without clothing, and any other sexual behavior with a child to meet the adult's sexual interests.

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

Sexual abuse and exploitation can include non-physical touching, and abusive sexual behavior, via the Internet, video cell phone contact, or through internet activity.

Neglect: Persistent failure to meet a child and/or youth's basic physical and /or psychological needs, which is likely to result in serious impairment of a child and/or youth's healthy physical and/or mental development.

Emotional Abuse: The actual or likely severe adverse effect on the emotional and behavioral development of a child and/or caused by persistent or severe emotional ill-treatment or rejection. All abuses involve emotional ill-treatment.

3. Prohibited Conduct

A covered person shall not:

- Engage in any form of physical abuse, sexual abuse, sexual exploitation, neglect, or emotional abuse of a child and/or youth;
- Engage in any other sexually inappropriate conduct of any kind toward or in the presence of a child and/or youth, including but not limited to making pornography or other sexually inappropriate materials in any form available to a child and/or youth, assisting a child and/or youth in gaining access to such materials, or in sexual activity;
- Engage in the use of alcohol or illegal drugs, or be under the influence of alcohol or illegal drugs during programs or activities predominantly attended by or designed for children and/or youth;
- Enable, facilitate, or fail to appropriately address a child and/or youth's use of alcohol or illegal/non-prescribed drugs;
- Contact a child and/or youth through electronic media, including social media, for the purpose of engaging in any prohibited conduct, including sexual conduct;
- Engage in or facilitate any form of cyberbullying, harassment, or online manipulation of a child and/or youth, including behavior that threatens, humiliates, or exploits a child and/or youth.
- Offer or make a gift to a child and/or youth for the purpose of engaging in any prohibited conduct, including sexual conduct;
- Take images of children and/or youth (photos, video, etc.) which are detrimental and undermine their dignity;
- Violate any local laws pertaining to the protection of children and/or youth in any country in which they are working or visiting.
- Engage in activities where personal interests conflict with the best interests of children and youth, leading to potential harm or exploitation.
- Show any form of bullying, harassment, or discrimination, including online harassment or cyberbullying. This includes actions that are intended to threaten, humiliate, or isolate a child or youth.

4. Required Conduct, Including Duties To Report Abuse

A covered person shall:

- Adhere to [Teach For Lebanon's Policies and Procedures](#);
- Take all reasonable measures to prevent physical abuse, sexual abuse, sexual exploitation, neglect, or emotional abuse of a child and/or youth, including immediately removing a child and/or youth from a potentially abusive situation;
- Wherever possible, ensure that another adult is present when working in the proximity of children and/or youth;
- Report immediately any suspected physical abuse, sexual abuse, sexual exploitation, neglect, or emotional abuse of a child and/or youth to the appropriate officials at a partner organization, including school officer or school security personnel where applicable;
- Protect the privacy of children under the age of 13 by requesting parental/guardian consent for the online collection or use of any personal information of the child;
- Protect the privacy of children under the age of 18 by requesting parental/guardian consent for the collection or use of any video, images, or voice recordings of the child or their story;
- Comply with all applicable legal requirements to report incidents of abuse or suspected abuse to the police and other government authorities; and
- Alert Teach For Lebanon's Executive Director and Human Resources Manager of any breach of this policy by any covered person or suspected prohibited conduct by any person, including any covered person.

5. Recruitment

Teach For Lebanon will ensure that it applies the highest standards in its recruitment and vetting policies across the organization. Checking evidence of identity and the authenticity of qualifications and a minimum of at least two references are carried out in all cases.

6. Training

Child safeguarding training will be available to all Teach For Lebanon staff members. Training will include a review of this Child Safeguarding Policy, guidance on promoting a culture where children and youth's rights are observed and their well-being paramount, how to identify potential harm to children and youth, and how to report allegations and suspicions of harm. In addition, older youth, especially those serving as volunteers, or leaders within TFL programs, will receive tailored safeguarding training appropriate to their roles. This training will emphasize maintaining professional boundaries, digital safety, and strategies to foster a protective environment for younger peers. As part of its monitoring and evaluation commitments, Teach For Lebanon will regularly review its child safeguarding training to ensure it is up-to-date and relevant.

7. Risk Assessment

A risk assessment of all Teach For Lebanon's operations, programs, and project activities will be conducted. Risk mitigation strategies will be developed, which minimize the risk to children and youth, and incorporated into the design, delivery, and evaluation of programs, operations, and activities that involve or impact children and youth.

8. Monitoring and Evaluation

We will establish a systematic monitoring and evaluation process to assess the implementation and effectiveness of this Child Safeguarding Policy. This includes regular internal monitoring, external evaluations, stakeholder feedback, and transparent reporting. Findings will be used to improve our policies, procedures, and training programs, ensuring the ongoing protection and well-being of children and youth involved with our organization. We will engage with stakeholders, including parents, community members, and partners, to gather their perspectives on the safeguarding measures and their effectiveness. After a serious incident, a learning review will be conducted to analyze what happened, how it was handled, and how similar incidents can be prevented in the future.

Through the findings and recommendations of our monitoring and evaluation efforts, we are committed to continuously improving our child safeguarding policy. We will regularly update our procedures, training materials, and measures to address emerging risks and changes in legislation. By fostering a culture of learning and accountability, we aim to provide the highest standards of child safeguarding and create a safe environment for all children.

9. Distribution of Policy

A copy of this policy shall be distributed to all Teach For Lebanon board members, staff members, fellows, volunteers, consultants, interns, or other adult participants when it is released, and at onboarding for new staff as part of the staff handbook. This policy will be reviewed at a minimum every three years or when it is shown necessary that additional issues need to be identified and addressed through this policy.

10. Reporting / No Retaliation

Consistent with [Teach For Lebanon's Whistleblower Policy](#), covered persons are responsible for reporting any child safeguarding concerns through the appropriate reporting mechanisms, specifically to the Executive Director and Human Resources Manager (whistle@teachforlebanon.org). In addition to following the requirements listed above, covered persons should report any child safeguarding concerns, if required by local law, to the relevant police or statutory agency. Retaliatory action against anyone acting in good faith, who has reported alleged or suspected abuse in accordance with this Policy, or who has been involved in investigating or responding to allegations of abuse, or who has reported a failure to comply with this Policy, is itself a violation of this Policy and [Teach For Lebanon's Whistleblower Policy](#). Retaliatory acts may include but are not limited to, employment actions affecting salary, promotion, job duties, work schedules, and/or work locations. Retaliatory acts should be reported to Teach For Lebanon's Executive Director and Human Resources Manager.

Teach For Lebanon's human resources policies are integrated with our child safeguarding commitments. This includes mandatory safeguarding training for all new staff, clear guidelines on conduct with children and youth, and a robust reporting mechanism for any suspected safeguarding violations. Safeguarding responsibilities are embedded in every staff member's role and are reinforced through regular evaluations, ensuring alignment with our organizational duty of care.

Teach For Lebanon encourages covered persons reporting a child safeguarding concern to identify themselves when making a report to facilitate the investigation. However, there are instances when anonymity is necessary and/or desired. In such instances, reports may be submitted anonymously

online through Teach For Lebanon's whistleblowing email at whistle@teachforlebanon.org the

email will then be processed by the Executive Director and Human Resources Manager.

APPENDIX:

[Teach For Lebanon's Whistleblower Policy](#)

[Teach For Lebanon's Policies and Procedures](#)

[Child Safeguarding - Incident Response Flow](#)

[Child Safeguarding Policy – Child-Friendly Version](#) [Child Safety Guidelines- In-Person Events](#)

[Guidance on Creating Safe Virtual Spaces for Students](#)

[Child Safeguarding Guide- Checklist](#)