

SICKLE SMART CHARITY POLICIES

CHILD PROTECTION POLICY

At SICKLE SMART, staff will ensure that children are kept safe from harm and they are not abused. Our staff members receive training from child protection experts to keep children safe in line with our child protection procedures. SICKLE SMART treats all allegations of abuse and/or exploitation very seriously and investigates each one thoroughly.

Our Safeguarding policies include:

1. Having zero-tolerance for child abuse.
2. Protecting children's rights and their best interests.
3. Placing the child as the first priority when dealing with all identified or suspected cases of child abuse.
4. Empowering children on their rights and steps they can take, if there is a problem.
5. Integrating child protection into all aspects of our organizational strategy and work practices.

GENDER EQUALITY POLICY

SICKLE SMART is committed to promoting gender equality. Our goal of the gender equality policy is that women, girls and men are to have the same power to shape society and their own lives. We put gender equality in the centre because we know that we cannot overcome poverty and social injustice until all people have equal rights and opportunities.

SICKLE SMART will continue to provide equal ease of access to resources and opportunities regardless of gender, including economic participation and decision-making; and the state of valuing different behaviors, aspirations and needs equally, regardless of gender.

Our gender policies will also focus on the following areas:

1. The organization will create job descriptions that do not discriminate based on gender
2. We recognize that power relations between genders and ages are unequal, and that we must challenge patriarchy and promote gender equality to achieve social justice.
3. Through this policy, SICKLE SMART commits to ensuring that gender equality is fully incorporated in all our work both as a humanitarian organization.
4. SICKLE SMART seeks to promote equal realization of dignity and human rights for all genders and ages.

SEXUAL HARASSMENT POLICY

SICKLE SMART believes that sexual harassment is counterproductive to maintaining a safe, productive and enjoyable work environment. We are devoted to preserving an atmosphere of equality, respect and safety, and will take stringent measures against any personnel who pollute that atmosphere with hostility, offensiveness or intimidation towards coworkers or subordinates.

SICKLE SMART is committed to promote and provide a safe work place where women will not be sexually harassed.

SICKLE SMART staff will attend sexual harassment training and how to deal with such matters. We will ensure that women who become pregnant will not be terminated or harassed at the work place.

ANTI CORRUPTION AND FRAUD PREVENTION POLICY

SICKLE SMART management is responsible for the detection and prevention of fraud, misappropriations, and other irregularities. Fraud is defined as the intentional, false representation or concealment of a material fact for the purpose of inducing another to act upon it to his or her injury. Each member of the management team will be familiar with the types.

It is the intent of the management to promote consistent organizational behavior by providing guidelines for the development of controls and conduct of investigations.

The organization has a bank account and Treasurer that manages all financial transactions of the organization. Monies from donor do not go directly to staff. The organization provides audited statement of accounts periodically.

STAFF RECRUITMENT POLICY

SICKLE SMART Staff Recruitment Policy aims to recruit and retain the best staff to enable us to deliver our plan of activities. Our policy is to ensure that recruitment and selection decisions are based on the ability of the applicant to meet the requirements of the job description, person specification and any other. We are an equal opportunities employer and we seek to create an enabling environment for all.