



**Policy for the safeguarding of vulnerable groups (adults and children) adopted by the
decision of the Board of Directors dated 15.05.2020**

Transparency International – Bulgaria is committed to maintaining high standards of integrity and accountability, acting in accordance with the core values and guiding principles of the Transparency International movement, and promoting these standards and principles.

‘Safeguarding’ in general terms means protecting people from harm and providing the possibility to live in a safe environment without abuse. The aim is to minimize any negative impact of our actions on the people we try to help, including our team and other people working in the sector.

As an employer and as part of the Transparency International movement, we are fully aware of our obligation to provide a work environment that reflects our approach to protecting our staff (see Policy for Protection against Harassment and Discrimination).

We note that Transparency International's guiding principles require us to ‘respect and promote respect for fundamental human rights and freedoms.’

Transparency International - Bulgaria has very limited direct contact with vulnerable groups of people (adults and children) in the course of its work.

This document sets out the rules and standards that Transparency International will follow in relation to these groups, where necessary.

Staff attitude:

The Transparency International staff will treat each other and those who work with us with respect and attention, including in terms of origin, gender, religion, disability, marital status, sexual orientation, age, etc.

We will communicate and consult with each other openly and in a way that helps each of us to fulfil our duties and responsibilities accurately and effectively. Transparency International - Bulgaria has a separate ‘Policy for Protection against Harassment and Discrimination.’

Vulnerable groups (adults and children)

We recognise that all people have the same right to protection from harm, regardless of their gender, culture, ethnicity, age, religion, sexual orientation, or ability.

Transparency International recognises that most often an adult considered vulnerable is unable to fully exercise their rights due to ill physical or mental health, poverty, or is affected by a natural or man-made disaster.



Transparency International-Bulgaria has very limited direct contact with vulnerable adults and children. However, when such contact takes place, the well-being of vulnerable individuals will be paramount to everything we do.

Transparency International - Bulgaria accept to be bound and apply by the policy for Child Protection of TI (see [here](#)) and works in alignment with the rights of the child set out in the UN Convention, European and Bulgarian legislation.

All staff, volunteers and trainees who are in a professional relationship with Transparency International – Bulgaria and who come into contact with vulnerable groups (adults and children) will be aware of the policy and will help clarify facts and circumstances where necessary.

Future members of the Board of Directors and Management also accept and are bound by this policy.

All employees have a responsibility to react when a person from a vulnerable group is placed at risk as a result of our own actions or those of third parties linked to Transparency International - Bulgaria.

Working with other representations of the TI movement and other partners:

We recognise the legal independence of other representations of the TI movement, as well as other Bulgarian partners of Transparency International - Bulgaria.

However, as much as possible, we would expect that all of our partner organisations have similar policies to those of Transparency International - Bulgaria and abide by them.

Monitoring and implementation

The Executive Director, or an official assigned by him, shall be responsible for the implementation of this policy.

In the event of infringements or incidents, the Executive Director shall report to the relevant authorities where necessary.

Violations of this policy can be considered disciplinary violations resulting in sanctions, including dismissal.

A copy of this policy will be provided to each employee and published on our website.