

CASE 1

You are on a field visit with representatives from the Danish organisation and the local organisation at a school, where you are implementing activities. During the field visit you experience a 9-year-old student, who is not doing as he is told. To discipline him the teacher hits the student with a stick. The teacher encourages the other children at the school to mock the student.

- 1) Is this a safeguarding concern?
- 2) Is this incident caused by your project?
- 3) Is this a form of assault? If yes, which kind?
- 4) How could the situation have been avoided?

CASE 2

"We must take different cultures and attitudes into account - especially when it comes to how women and children are seen. Even if funding comes from Denmark, it does not mean that we can impose Western gender standards thinking that they will apply everywhere".

- 1) Can you have standardised policies and codes of conduct in a partnership?
- 2) What are your experiences with complying with donor requirements while also being sensitive to the cultural context?

CASE 3

You are the coordinator of different groups of young volunteers. During one of the first meetings, you notice a lot of flirting between the young men and women. However, everybody seems comfortable and happy with the meetings. After some time, you notice that one of the men is very uncomfortable with receiving attention and comments from the women.

- 1) Is this a safeguarding concern?
- 2) How will you respond to this as the coordinator?
- 3) How could this situation have been avoided?

CASE 4

Your partner is hiring a project coordinator to implement your new project, and you take part in this process. In your organisation the code of conduct plays an integral part of the training. However, your partner feels that the code of conduct touches upon some very sensitive topics, so they want to introduce it later, when the new project coordinator has settled into the work.

- 1) What will you do?
- 2) If the code of conduct is not introduced right away, are there then other ways to make sure that the new employee knows about expected behaviour?

CASE 5

You have had a female volunteer in your project for four months. After she leaves, she posts a picture on social media of one of the children in the project. In her post she mentions the name and situation of the child, while also expressing her admiration of his strength and happiness despite former assaults against him. The post is shared by many people, and your organisation gains a number of financial supporters because of this post.

- 1) Can we require that our employees and volunteers comply with organisational guidelines when they are off work?
- 2) What are the consequences if we do/don't do this?

Case 6

"It limits my personal freedom that my organisation expects me to comply with our code of conduct, when I am not working. My private life is exactly that - private!"

- Can we require that our employees and volunteers comply with organisational guidelines when they are off work?

- What are the consequences if we do/don't do this?

