



Safeguarding policy 2025

1 Introduction

1.1 Background

Danmission works for a peaceful, just, and sustainable world where people's beliefs and worldviews can be practiced freely. We believe we are created to live in community in connection with nature and each other across borders and nationalities. We believe that dialogue between people with different worldviews and religions is an important foundation for peaceful, just, and sustainable coexistence. We acknowledge that all people are of equal worth, therefore, we take responsibility for fostering an inclusive, respectful, and safe environment, both within the organisation and in the projects, we support and implement. In addition to this, we are committed to preventing and addressing abusive behaviour¹.

Both nationally and internationally, Danmission works in various contexts with vulnerable groups², who are at particular risk of abuse, exploitation, and harassment. This requires extra attention when collaborating across cultures and borders. What is considered acceptable or unacceptable behaviour in one context may not apply to other contexts. Therefore, it is crucial to establish clear guidelines for what Danmission considers acceptable and unacceptable behaviour.

Everyone involved in Danmission's projects and activities shares the responsibility of creating an inclusive, respectful, and safe culture free from abusive behaviour. Danmission's leadership has an extraordinary responsibility to lead by example, while staff are committed to actively contributing to and maintaining this culture and informing partners about Danmission's ethical principles.

1.2 Purpose

The policy aims to:

¹ Danmission defines abusive behaviour as "(...) when one or more persons grossly or repeatedly subject others to behaviour perceived as degrading. Offensive actions can be both active actions and omissions (both physical, verbal, and digital). This means that it is one's own boundaries that determine when something is experienced as offensive or abusive."

² Vulnerable groups include children, women, minorities, people with disabilities, etc. When categories intersect, the group in question may be in a particularly vulnerable position - for example, if you are a child with a disability or a young woman, etc.

- Ensure an inclusive, respectful, and safe environment for all staff, volunteers, partners, and others engaged in Danmission's activities and projects.
- Prevent and combat all forms of abusive behaviour in Danmission's activities and projects.

1.3 Application

All staff, volunteers, and partners are obliged to adhere to Danmission's policy and to respond if they experience or witness any violations of the policy. Violations of the policy will have consequences, depending on severity and context. Discussions with those involved will determine whether dialogue is sufficient or if more significant consequences are necessary, such as warnings, termination of agreements, and/or reporting to authorities.

Danmission commits to working under applicable international conventions and standards³.

2 Acceptable and Unacceptable Behavior

2.1 Ethical Principles

Danmission's ethical principles provide the framework for the culture we aim to foster and enhance.

- **Non-discrimination:** We believe everyone has the right to be treated with dignity and respect without any form of discrimination.
- **Psychological safety:** We strive to create an environment where everyone feels safe expressing themselves freely and where different opinions are met with curiosity, respect, and dialogue.

³ Relevant international conventions that Denmark has ratified include 7 UN conventions: The Convention on the Elimination of All Forms of Discrimination Against Women, the Convention Against Torture, the International Covenant on Civil and Political Rights, the Convention on the Rights of Persons with Disabilities, the International Covenant on Economic, Social and Cultural Rights, the International Convention on the Elimination of All Forms of Racial Discrimination, the Convention on the Rights of the Child, and the UN guidelines for protection against sexual exploitation and abuse (ST/SGB/2003/13), among others.

- **Intercultural awareness:** We act responsibly towards the context and power dynamics in interactions concerning the cultural norms and dynamics we work within.
- **Vulnerable groups:** We aim to be particularly attentive to groups at high risk of abuse, exploitation, and harassment. These groups include, but are not limited to, women, children, people with disabilities, and minorities - religious, ethnic, sexual, etc.

2.2 Zero tolerance policy towards any form of abusive behaviour

Danmission practices a zero-tolerance policy towards any form of abusive behaviour.

Examples of unacceptable and abusive behaviour:

- Discrimination: Negative treatment based on gender, ethnicity, sexuality, religion, age, disability, intersecting categories, etc.
- Sexual harassment: Any form of unwanted verbal, non-verbal, or physical behaviour with sexual undertones.
- Sexual exploitation: Any form of abuse of a person's vulnerability, power, or trust to gain sexual advantages. This can include coercion, manipulation, or exploitation of a person's dependence or weak position to obtain sexual services.
- Sexual abuse: Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
- Child abuse: Sexual abuse of children, child labour, grooming, or other forms of exploitation of children.
- Bullying: Repeated and persistent hurtful actions against a specific person.
- Degrading language and tone: Speaking and writing offensively about and to others.
- Violence: Physical and verbal assaults or threats of violence.

The list is not exhaustive, and abusive behaviour includes verbal, non-verbal, physical, and digital behaviour.

3 Protection of Children

Danmission is committed to protecting children from any form of abuse, exploitation, neglect, or maltreatment. Our commitment to child protection

applies both to the work Danmission implements and to the projects implemented through partners.

Read our Child Protection policy here: (TBA)

4 Preventive measures

In all parts of our work, we work purposefully to prevent abusive behaviour, meaning all our preventive measures are tailored to the specific target group and context we work with.

5 Reporting channels

Danmission has an online complaint mechanism: Danmission's whistleblower scheme. Anyone can report serious or illegal misconduct related to Danmission's activities and projects or violations of this policy.

Follow the link to file a complaint: [Whistleblower | Danmission](#). Complaints will be treated confidentially and reported in Danmission's complaint-handling system.

Read more about our guidelines for handling complaints here: [Complaints-handling-and-investigation-guidelines_2022.pdf](#)

Danmission staff should contact Danmission's internal complaint-handling channels to file a complaint: (TBA).

This policy is evaluated and revised continuously to ensure its relevance and effectiveness.

Responsible: Head of Resources and Capacity

Involved: Controller and HR Senior Advisor in collaboration with Danmission's safety representatives.

Proofed on March 11, 2025

Revised: XXX