



Setting up a safeguarding system

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Objectives



Understanding safeguarding

- What it is, who it protects and from what risks
- Recognising misconducts



Reflecting on power dynamics and vulnerability

- Understanding the link between safeguarding and power dynamics and vulnerability
- Analysing how different dimensions of social identity influence experiences of inclusion and/or marginalisation



Recognising misconducts and identifying responsibilities

- Understanding the potential consequences for those involved
- Understanding the responsibilities of the various roles and knowing how to respond appropriately



Building an effective protection system

- Understanding the minimum safeguarding standards
- Identifying tools and best practices to promote, strengthen or integrate within our organisations
- Understanding how to handle reports correctly

How we experience this space

When we talk about safeguarding and protection, we are talking about how we create safe, respectful and mindful environments within our organisations. These are important – and sometimes uncomfortable – issues. Personal emotions or experiences may come to the surface. We ask you to engage with this space responsibly: by listening, being open-minded and willing to reflect on your own behaviour, without judgement. We encourage you to look after yourselves and feel free to take a break if necessary.

What do we know about Safeguarding?

WHO DO YOU THINK
SAFEGUARDING
PROTECTS?

WHO DO YOU
BELIEVE IS
RESPONSIBLE FOR
SAFEGUARDING
AND PROTECTION?



What do we mean by safeguarding?

Safeguarding refers to protection against all forms of *harassment, abuse, exploitation and violence*.

This includes physical and sexual abuse, sexual and non-sexual harassment, sexual violence and sexual exploitation, but can also extend to psychological abuse, abuse of power, stalking, workplace bullying, body shaming, bullying, discrimination and much more.

What do we mean by inappropriate behaviour?

Harassment

Harassment is any form of unwanted behaviour that could reasonably be regarded or perceived as offensive or humiliating to another person, where such behaviour interferes with work, becomes a condition of employment, or creates an intimidating, hostile or offensive working environment.

Discrimination

Unfair treatment or arbitrary discrimination against others in the workplace on the basis of characteristics such as: age, disability, gender transition, marriage and civil partnership, pregnancy and maternity, race, religious belief, sex, and sexual orientation.

Abuse of power

Abuse of power is the improper use of a position of influence, power or authority over another person. This is particularly serious when a person uses their influence, power or authority to improperly influence another person's career or employment conditions.

Secretary-General's Bulletin on Addressing discrimination, harassment, including sexual harassment, and abuse of authority [ST/SGB/2019/8](#).

What do we mean by inappropriate behaviour?

Sexual exploitation

Any actual or potential abuse of a position of vulnerability, power imbalance or trust for sexual purposes; including, but not limited to, the gain of financial, social or political advantage through the sexual exploitation of another person

Secretary-General's Bulletin on Special measures for protection from sexual exploitation and sexual abuse ([ST/SGB/2003/13](#)).

Sexual abuse

Actual or potential sexual assault, involving the use of force or taking advantage of unequal or coercive circumstances.

Sexual harassment

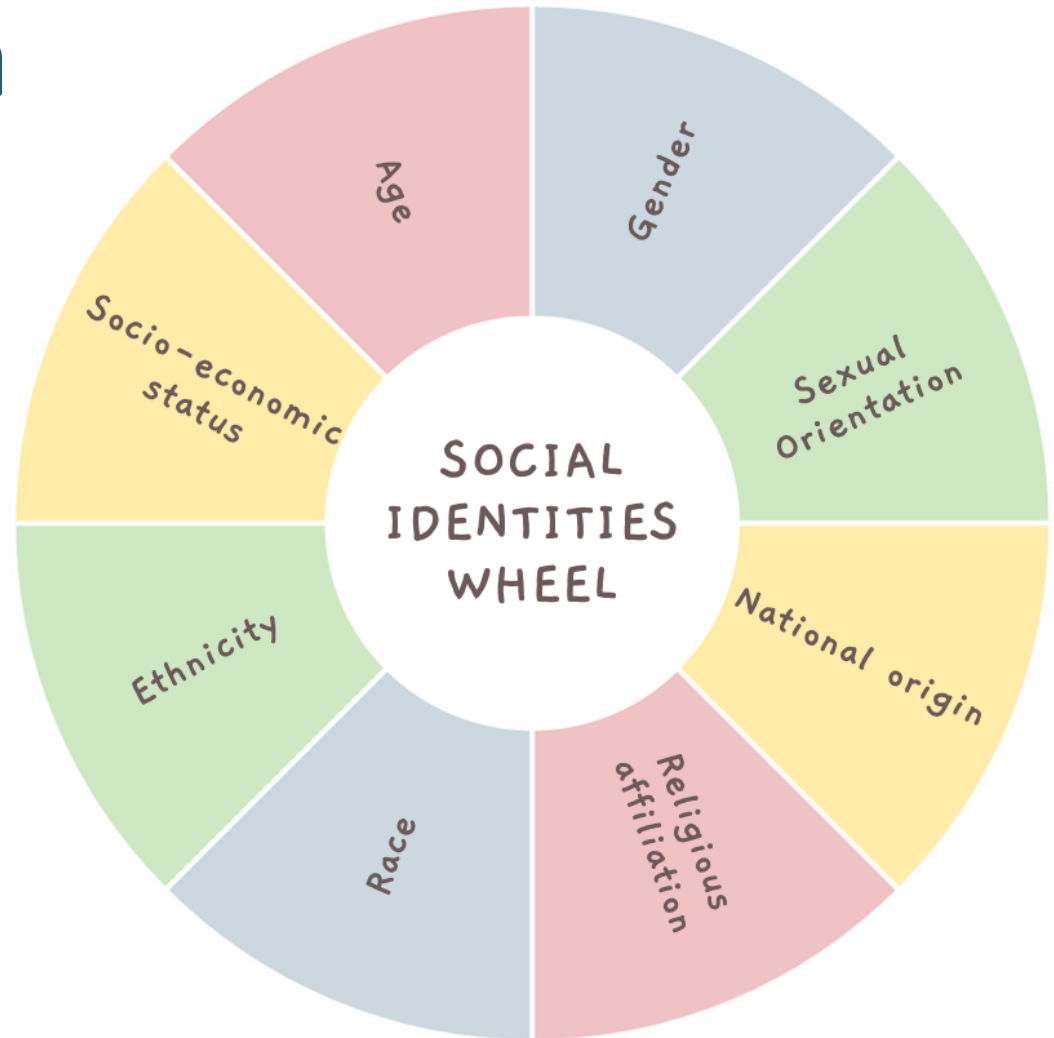
Sexual harassment is an unwanted sexual advance, a request for sexual favours, or a verbal or physical act of a sexual nature that could reasonably be considered or perceived as offensive or humiliating to the other person, where such behaviour interferes with work, becomes a condition of employment, or creates an intimidating, hostile or offensive working environment.

Secretary-General's Bulletin on Addressing discrimination, harassment, including sexual harassment, and abuse of authority ([ST/SGB/2019/8](#)).

Let's reflect on our identity

Think about the various aspects that make up your social identity: age, gender, sexual and romantic orientation, nationality, religious or spiritual affiliation, physical appearance, ethnicity, and socio-economic status.

1. Which of these identities do you think have the greatest impact on how you perceive yourself and how others perceive you?
2. Which identities, and in what ways, give you power and privilege?



Power dynamics and privileges

Understanding the power we hold, both as individuals and collectively, is key to understanding why incidents of harassment, discrimination, violence (or other forms of inappropriate behaviour) can occur anywhere.



Minimum protection standards

A Code of Ethics that sets out a series of key values and principles and governs the conduct of all those who work with the organisation in any capacity

Formalised procedures that define key concepts and principles, as well as mechanisms and responsibilities for safeguarding

A well-known and user-friendly reporting system

Internal functions and an organisational chart that defines roles and responsibilities

Training and information for staff, partners and any volunteers

Clear and transparent internal and external communication

How can we protect them?



START

What new measures or strategies do we need to adopt?



KEEP

Which existing practices are working well and should be retained?



STOP

Which practices aren't working and would be better to stop?

Preventive measures



Definition, dissemination and training on the Code of Ethics and protection procedures/policies



Thorough risk analyses and risk mitigation strategies, including monitoring

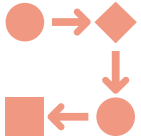


Assigning clear roles and responsibilities within the organisation regarding protection, training, awareness-raising, monitoring, and the potential receipt and handling of reports, as well as the protection of survivors



Recruitment and referral scheme

Management tools



Establishment and implementation of a simple internal or external reporting procedure



Notice to staff, partners and the community



Ensuring that the reporting procedure is communicated at all levels (and that everyone is able to access it)



Guarantee of transparency and confidentiality, both internally and externally, regarding reported and managed cases



Training for staff who receive reports

Who is responsible for safeguarding?

We are all responsible for ensuring that anyone who comes into contact with our organisation is safe from harassment, abuse, exploitation, discrimination or other forms of inappropriate behaviour.

This means:

- Understanding the behaviour expected of us and of others
- Always behaving respectfully
- Ensuring that others also adhere to the same standards of behavior
- Reporting any breaches of the Code of Conduct

What is our responsibility?



Take action



Support



Report

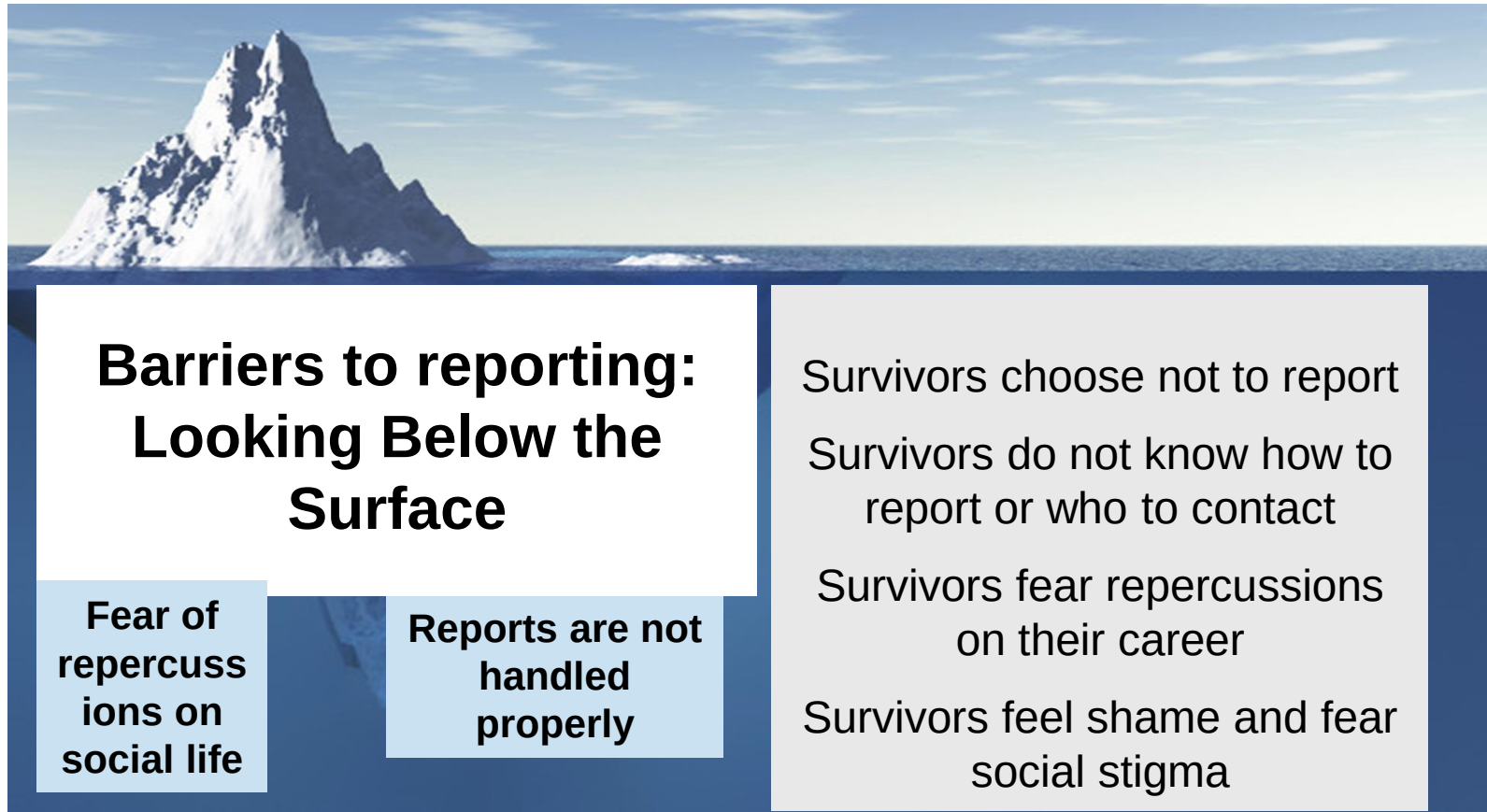
The importance of reporting

Prevention system

**Reflection on our
behaviour**

**Fostering a culture of
respect**

Reporting and barriers



Case management

STAGE 1: Receipt of the report

- Initial conversation with the survivor or witness
- Risk assessment
- Consent from the survivor to proceed

STAGE 2: Team meeting and decision

- The designated team decides how to proceed
- A decision is made on whether or not to proceed with an investigation

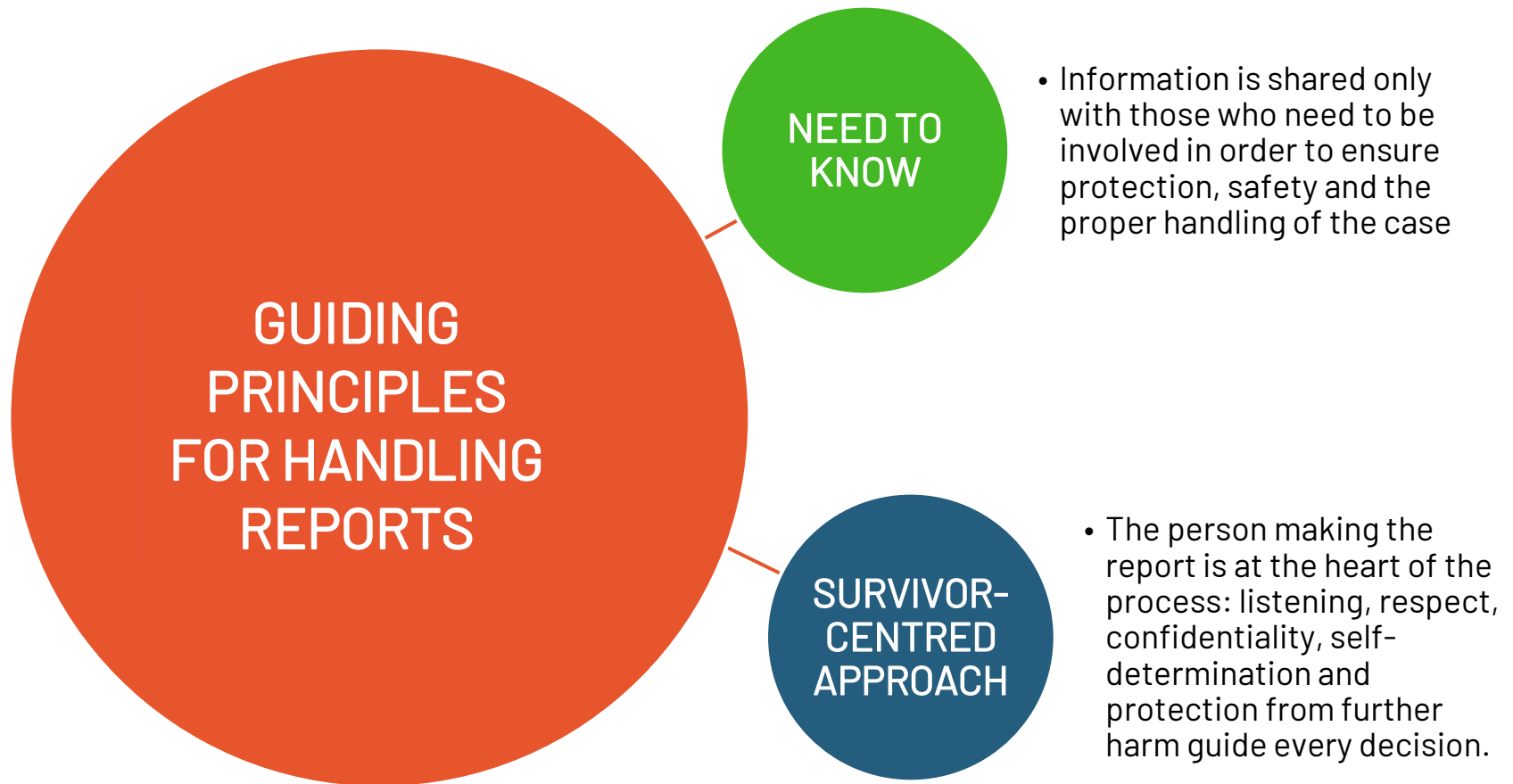
STAGE 3: Investigation (where necessary)

- Identify a qualified person
- Gathering of evidence
- Confirmation or refutation of the case

STAGE 4: Case closure

- Forwarding of the report to management or HR
- Decision-making regarding any actions to be taken

Case management



What practical steps can I take personally to create a safe and respectful environment? How can I help to promote safety within my organisation?





Thanks !

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