Building a Safer Environment
For Your Organization

1

Raise awareness
Educate staff, volunteers, and Board members on definitions of abuse, informed by statistics. Take a training, watch a webinar, and consider trends that affect your sector. A knowledgeable and invested leadership helps create an environment where individuals feel safe.

2

Normalize safeguarding conversation
Break down barriers and reduce stigma by making safeguarding a regular topic of conversation, not something that is discussed once during a new employee's orientation. Define the bandwidth of appropriate behavior for your organization, and talk about challenges within that spectrum. Regularly discussing safeguarding helps individuals be motivated to observe and empowered to intervene when boundary violations occur.

3

Publicize a 'zero tolerance' statement
Share a public statement affirming your organization's zero tolerance for abuse on your website, in a newsletter or bulletin, and in handbooks for staff, Board members, and clients. If you don't have a formal safeguarding policy, a zero tolerance statement is a good place to start. If you do have a safeguarding policy, communicate this value publicly.

4

Ask an expert
Expert third parties are an excellent resource for helping your organization identify potential vulnerabilities and understand risk of abuse. Expert advice can also help your organization develop best practices and adapt to changing trends, not just tick a compliance box.

5

Connect to your values
Your organization is likely united by a shared mission of service, ministry, education, faith, or some collective benefit. Safeguarding is an extension of these values. By working to prevent abuse and support healing efforts, organizations honor the dignity of every individual and help keep vulnerable persons safe.

FADICA