STATEMENT ON SAFEGUARDING AND SEXUAL HARASSMENT PREVENTION

I. OUR COMMITMENT TO SAFEGUARDING

At CMJ Israel, we are committed to safeguarding and promoting the welfare, dignity and rights of everyone with whom we work, particularly children and adults who may be at risk of harm.

We are committed to providing safe environments across our ministries, churches, guest houses, visitor facilities and community activities. We believe that every person should be treated with dignity, respect and compassion, and be able to participate in our activities and access our services, free from abuse, exploitation, harassment and neglect.

We take safeguarding seriously and are committed to:

- **Preventing harm** by promoting a culture of safety, respect and accountability throughout our organization and activities.
- **Recruiting and supporting people responsibly**, with appropriate safeguarding checks, guidance and training.
- **Responding to concerns** promptly, sensitively and appropriately, taking all safeguarding disclosures and allegations seriously.
- **Providing safe ways to raise concerns** and ensuring that concerns are reported to the appropriate people and addressed in accordance with our safeguarding policies and procedures.
- **Maintaining appropriate boundaries** and expecting all staff, volunteers and others acting on our behalf to uphold our safeguarding standards.
- **Reviewing and improving our practice** to strengthen safeguarding and learn from experience.

Safeguarding is everyone's responsibility. We expect all staff, volunteers, ministry leaders and others working on behalf of CMJ Israel to share this commitment and to act in ways that protect the safety, dignity and wellbeing of others.

If you have a safeguarding concern relating to CMJ Israel, its staff, volunteers or activities, we encourage you to contact the Designated Safeguarding Lead:

safeguarding@cmj-israel.org

All concerns will be taken seriously and handled sensitively in accordance with our safeguarding policy. Our safeguarding policy can be found here.

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II. OUR COMMITMENT TO PREVENTING SEXUAL HARASSMENT

At CMJ Israel, we are committed to ensuring that everyone who works with us or participates in our activities is treated with dignity and respect, in an environment free from sexual harassment, intimidation and inappropriate conduct.

We are committed to:

- **Preventing sexual harassment** by promoting a culture of respect, appropriate boundaries and personal accountability.
- **Making our expectations clear**, ensuring that staff, volunteers and others acting on behalf of CMJ Israel understand their responsibilities and the standards of behaviour expected of them.
- **Providing appropriate information and guidance** on recognizing, preventing and addressing sexual harassment.
- **Taking concerns seriously**, responding sensitively and promptly to complaints and reports of inappropriate conduct.
- **Protecting those who raise concerns**, taking appropriate steps to prevent retaliation and treating all parties fairly throughout the process.
- **Handling complaints responsibly**, in accordance with our policies, applicable Israeli law and the need to respect the dignity and privacy of those involved.

Everyone working with or on behalf of CMJ Israel is expected to uphold these standards and contribute to a safe and respectful working environment.

Anyone who experiences or witnesses sexual harassment, or has concerns about inappropriate conduct, is encouraged to report the matter through the reporting channels set out in our policy. Concerns will be addressed seriously and in accordance with our established procedures.

Our commitment is to prevent sexual harassment, respond appropriately when concerns arise, and foster a culture in which every person is treated with dignity, respect and fairness.

For further information, please refer to our sexual harassment prevention policy or contact the designated person responsible for receiving complaints:

safeguarding@cmj-israel.org

All concerns will be taken seriously and handled sensitively. Our sexual harassment prevention policy can be found here.