



Girl Up Safety & Security Policy 2019

ABOUT GIRL UP

No matter their background, girls have the power to transform themselves, their communities, and the world around them. Girl Up is a global movement of empowered young women leaders who defend gender equality and equal rights for every girl. Through leadership development training, Girl Up gives girls the resources and platform to start a movement for social change wherever they are. And for those that stand with us, there is no rest or compromise. Because when girls rise, we all rise.

Girl Up is a global leadership development initiative, positioning girls to be leaders in the movement for gender equality. With resources in five languages and 3,000 Girl Up Clubs in more than 100 countries, we've trained 48,000 girls of all backgrounds to create tangible change for girls everywhere.

Girl Up provides leadership training and gives girls tools to become gender equality advocates and activists. Through our programs, girls broaden their social impact skill set, benefit from a platform to tell their stories, and apply STEM for social good. Our girl leaders create real policy change at local and national levels, help raise millions of dollars to support United Nations programs that reach tens of thousands of girls around the world, and build community-based movements. Girl Up was founded by the United Nations Foundation in 2010, and continues to work across a global community of partners to achieve gender equality worldwide.

ABOUT THIS POLICY

This Girl Up Safety and Security Policy (“Policy”) contains information about Girl Up’s standard operating practices and procedures for any program, event, or digital activation that engages girls, particularly minors. All Girl Up staff, consultants, and trained volunteers are required to comply with this Policy and to raise questions about its content with Girl Up’s Co-Executive Directors. This Policy is designed to supplement the United Nations Foundation’s Youth Protection Policy and act as a guideline for Girl Up-specific programming and activities. Further, for Girl Up staff who are also United Nations Foundation Employees, this Policy supplements and does not replace all other applicable United Nations Foundation employment policies, including the Discrimination and Harassment-Free Workplace Policy.

Girl Up makes every effort to follow local and international laws and standards related to the protection of youth and all participants. Girl Up requires that all staff, consultants, trained volunteers, and program participants report potential violations promptly to UNF management at concerns@unfoundation.org for investigation and appropriate action.

This Policy is not intended to be comprehensive or to address all the possible applications of, or exceptions to, the general policies and procedures described. This Policy will be reassessed and amended as needed on an annual basis and will be shared with all Girl Up program and event participants during the program/event registration process and during annual program re-registration processes.

Reservation of Rights

This document outlines the general policies of Girl Up to ensure the safety and security of all program participants, particularly minors, and to mitigate risk to Girl Up’s brand or operations. No policy can anticipate every circumstance or question about policy. As the need arises, Girl Up reserves the right to



revise, supplement, or rescind any policies from time to time as it deems appropriate, in its sole and absolute discretion.

Policy Objectives

This Policy is designed to accomplish the following key points:

- Ensure the safety and security of all Girl Up program and event participants, especially minors;
- Ensure all staff, consultants, and trained volunteers have a clear and consistent understanding of the standard operating policies and procedures for Girl Up programs and activities;
- Provide the top level of support to all Girl Up leaders, program participants and event attendees, regardless of their history with Girl Up or their level of involvement;
- Mitigate the risk to Girl Up's brand and operations by anticipating and preventing situations that would affect the safety and security of any Girl Up participant or representative.

Authorization and Responsibility

All Girl Up staff, consultants, and trained volunteers are responsible for complying with this Policy and ensuring the Policy is implemented fully and equitably across all Girl Up programs and activities. All representatives of Girl Up who do not comply with this policy may be subject to disciplinary actions or discontinuation of their employment, contract or volunteer position.

Girl Up commits to support all staff, consultants, and trained volunteers to have the information and resources needed to comply with this Policy.

Voluntary Participation

All participants join and participate voluntarily in Girl Up programming and can end their participation with Girl Up at any time. During the program registration process (such as registration via the online Girl Up Community), participants will be provided an overview of this Policy and must complete an electronic Program Participant Waiver (Appendix I) before completing their registration.

Zero Tolerance Policy

Girl Up has a zero-tolerance policy for discrimination, bullying or harassment of any kind, including online, physical, emotional or sexual harassment; hate speech; or rude behavior of any kind. All Girl Up programs are open and inclusive of any youth regardless of race, religion, ethnicity, political belief, socioeconomic status, sexuality, or physical ability. Respect, tolerance and understanding of others' backgrounds and beliefs must be exemplified at all times.

Girl Up reserves the right to ban participants from in-person or online engagement if they disobey the zero-tolerance policy. Minor infractions, as deemed by Girl Up staff and consultants, such as inappropriate use of language, unintended bullying through activities such as pranks, or rude behavior, will result in a written/verbal warning to the participant. If a second incident occurs, the participant will be removed from programming and their account will be banned in the online Girl Up Community. Major infractions, as deemed by Girl Up staff and consultants, such as sexual harassment or assault, hate speech, intentional bullying, or intending physical harm on another participant, will be immediately reported and



result in the participant's immediate removal from the program and their account will be banned in the online Girl Up Community. The examples of minor and major infractions above are not exhaustive, and Girl Up reserves the right to determine what is a minor versus major infraction.

A participant who experiences or witnesses conduct that violates this policy should immediately inform a Girl Up staff member, consultant or trained volunteer. Any Girl Up staff member, consultants or trained volunteer who receives a report of a violation or who witnesses conduct that violates this policy must follow the guidelines set forth in the Zero Tolerance Policy Infraction Reporting Process (Appendix III). Minor infractions should be documented and handled as a written verbal warning and the incident should be reported to the appropriate Manager, Programs & Impact. Major infractions should be immediately reported to Girl Up leadership and to UNF People & Culture. Any Girl Up staff member or consultant who is an administrator in the Girl Up Community has the ability to delete any content and/or ban any participant's user account immediately. In an instance that an account is banned for any reason, the Director, Programs & Impact should be immediately notified.

Parental Consent

Girl Up requires that all participants under 18 years old receive consent from their parents or legal guardians to participate in Girl Up programming. In select programs, the signature of a parent or legal guardian over the age of 18 is required to participate, as detailed in Letters of Invitation. All minors must receive the consent of a parent or legal guardian to attend Girl Up events, as detailed in Event Permission Slips. Minors should notify parents upon registering or joining a Girl Up Club and in advance of Club meetings and events.

Online Safety

By promoting online safety best practices and emphasizing prevention, Girl Up aims to promote a safe online environment for all participants. Girl Up staff, consultants, and trained volunteers strongly encourage all participants to follow best practices for staying safe on the internet, including never telling someone your location, never using personally-identifying information such as last name, and never meeting an online contact in person. Participants are encouraged to keep their privacy settings on, ensure their Wi-Fi connections are secure, and use strong password for all accounts.

All users of the Girl Up Community must be at least 13 years or older. For participants under the age of 13, an adult advisor should create and monitor the account. There is a zero-tolerance policy for bullying or online harassment of any kind in the Girl Up Community. Users can flag any content as inappropriate in the Girl Up Community to notify administrators or email Community@GirlUp.org to report inappropriate content or abuse. Girl Up reserves all rights to delete any inappropriate content posted in the Community and remove the user who posted such content.

If a personal or Club account experiences online harassment on social media, it should be reported to the social media platform so they are aware. Participants should "block" a person so that they do not see content and message their account. Under no circumstance should Club accounts respond to or engage in trolling or online harassment in any form.

If a Girl Up participant is worried about their safety or something that has happened to them online, they should urgently speak to a trusted adult. The [Child Helpline International](#) provides the names and details



of local organizations who can provide help. Many countries have a special free helpline to talk to someone anonymously.

Event Permission Slips

Girl Up is committed to providing a safe environment for minors and to continued vigilance over all official events, especially those engaging minors. Girl Up requires all event attendees at the time of registration to complete an event waiver and release forms. Attendees who travel for a Girl Up event must also complete a travel permission slip, waiver, disclose information of medical condition(s), and provide information about their primary doctor and insurance carrier. All event attendees under the age of 18 must have the documents completed by a parent or legal guardian over the age of 18. Event speakers under the age of 18 (as of the travel date) who travel without a parent, a legal guardian or someone who is at least 18 years old are considered unaccompanied minors.

Picture and Video Rights Release

Girl Up is committed to elevating the voices and stories of participants of our movement in digital and printed media. In all instances of capturing still photographs, video, and/or recording of a voice and/or inclusion of a participant's actual or fictitious name, Girl Up provides the United Nations Foundation Standard Picture and Video Appearance Form (Appendix IV) to be signed by parents of minors or by participants who are 18 years of age or older. For large-scale events, Girl Up includes the image and video release as part of the registration process with visible reminders at the events of the photography and videography taking place. When using participants' likenesses and stories on digital platforms or in printed media, Girl Up uses only the first name of each participant for their safety. When working in coordination with United Nations partners, Girl Up follows the protocol of each UN agency as their policies differ slightly. When required by partners like UNHCR, names of girls are changed when presented in digital or printed media to ensure their safety as per the partner protocol. In addition, when required by organizational, corporate, or United Nations partners Girl Up will provide additional releases as necessary.