



Hearts For Ghana Mission

Reaching the unreachable, untouchable, and unlovable for Christ.

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Hearts for Ghana Mission Child Sexual Abuse Prevention Policy

As a Christian faith based non-profit organization and a non-governmental organization NGO, Hearts for Ghana Mission (HFGM) is committed to creating and maintaining programs that facilitate a community in which the children, friends, employees and volunteers can live, learn and work together in an atmosphere free from all forms of discrimination, harassment, exploitation or intimidation. Sexual Harassment and/or Exploitation of any kind is prohibited by HFGM policy.

SEXUAL EXPLOITATION OR SEXUAL HARASSMENT OF STAFF, VOLUNTEERS, CHILDREN OR OTHERS WILL NOT BE TOLERATED WITHIN THE MISSION.

Sexual Harassment: is defined as repeated or coercive sexual advances toward another person contrary to his or her wishes. It includes behavior directed at another person with the intent of intimidating, humiliating, or embarrassing the other person, or subjecting the person to public discrimination.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- Submission to such conduct is made either explicitly or implicitly a term or condition or circumstance of instruction, employment, or participation in any mission activity.
- Submission to, or rejection of, such conduct by an individual is used as a basis for evaluation in making personnel or mission-related decisions affecting an individual; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's performance or participation in mission activities or creating an intimidating, hostile, or offensive work or mission environment.

Sexual harassment also includes continuing to express sexual interest in someone after being informed directly that the interest is unwelcome. It also includes using sexual behavior to control, influence, or affect the career, salary, work, learning, or MISSION environment of another.

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Prohibited sexual harassment includes unsolicited and unwelcome contact that has sexual overtones, particularly:

- Written contact, such as sexually suggestive or obscene letters, notes, e-mails, pictures, cartoons or invitations.
- Verbal contact, such as sexually suggestive or obscene comments, threats, slurs, epithets, jokes about gender-specific traits, sexual propositions.
- Physical contact, such as intentional touching, pinching, brushing against another's body, impeding, or blocking movement, assault, coercing sexual intercourse.
- Visual contact, such as leering or staring at another's body, gesturing, displaying sexually suggestive objects or pictures, cartoons, posters, or magazines.

It is impermissible to suggest, threaten, or imply that failure to accept a request for a date or sexual intimacy will affect a person's job prospects, volunteer position, status, HFGM leadership, or comfortable participation in the life of the MISSION.

It is forbidden either to imply or withhold support for an appointment, promotion, or change of assignment, to suggest that a poor performance report will be given because a person has declined a personal proposition; or to hint that benefits, such as promotions, favorable performance evaluations, favorable assigned duties or shifts, recommendations, or reclassifications, will be forthcoming in exchange for sexual favors.

Any and all incidents or allegations of sexual abuse of children within our care or sexual harassment of staff or volunteers by any adult or child will be investigated and dealt with by designated staff under the direction and supervision of the president and referred to the appropriate governing authorities.