

SAFEGUARDING POLICY

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MANT is dedicated to ensuring the safety and well-being of everyone we engage with, including employees, partners, collaborators, vendors, suppliers, and any individuals we encounter or who come into contact with us. This commitment extends to protecting individuals from harm, abuse, neglect, exploitation, and other forms of harassment or bullying. To fulfill this commitment, we operate on the principles of awareness, prevention, reporting, and response across all levels of our organization.

Awareness:

We provide thorough orientation to all staff, raising awareness about the risks and signs of abuse and exploitation, as well as their responsibility in preventing and reporting such incidents. Before commencing work, employees are required to read and sign our Code of Conduct, and suppliers must agree to adhere to our standards. Our safeguarding policies, along with confidential reporting channels, are accessible on our website.

Prevention:

Internally, we maintain robust policies covering safeguarding, protection from sexual exploitation and abuse (PSEA), anti-bullying, whistleblowing, ethical behavior, and a comprehensive staff code of conduct. These policies guide our actions throughout the employment lifecycle, including recruitment, management, and deployment of staff and associated personnel. We enforce a zero-tolerance policy regarding abuse and exploitation, with dismissal as the consequence.

Reporting:

We have established secure and confidential whistleblowing channels, including a global email, and have promoted their use across all organizational levels in local and tribal languages. Additionally, we provide strong whistleblower protections to safeguard reporters from retaliation. We transparently disclose significant incidents to our donors and regulators, and we report criminal offenses to relevant authorities for prosecution where safety permits.

Response:

We are committed to a robust and victim-centered response to all reports. We have designated personnel at all levels of the organization, including a permanent organizational-wide Designated Person linked to a high-level 'protect-committee' comprised of executive and board members. This ensures that all reports reach the highest levels of the organization for review and appropriate action. We strive to provide support to survivors of harm, including assistance with physical, mental, and emotional well-being, to the best of our ability. If you have a safeguarding concern related to MANT, please report it to mant.kolkata@gmail.com