





WATOTO WASOKA

FOOTBALL MADE IN SLUMS

Protection from Sexual Exploitation, Abuse and Harassment (PSEAH) Policy

Policy Document	Version	Drafted	Approved	Next review
Child Protection	4.0	10.09.2024	15.10.2024	11.11.2026

Approval:

Date	Name	Position	Signature
15.10.2024	Francis Mugoya	Executive Director / CEO	
15.10.2024	Rene T. Meyer	Board Chair	

1. Purpose

Watoto Wasoka is committed to safeguarding all children, youth, staff, volunteers, and community members we engage with. This policy outlines our commitment to preventing and responding to any form of sexual exploitation, abuse, or harassment (SEAH) across our football programs and community initiatives. It aims to protect the dignity, safety, and well-being of all individuals associated with Watoto Wasoka.

2. Scope

This policy applies to all:

- Watoto Wasoka employees, volunteers, interns, coaches, mentors, and board members.
- Partner organisations, consultants, contractors, and donors engaged in our activities.
- Participants (including children and youth) in our programs.

3. Definitions

- Sexual Exploitation: Taking advantage of someone in a vulnerable position (especially children or youth) for sexual purposes, in exchange for money, favours, or privileges.
- Sexual Abuse: Any actual or threatened sexual contact or activity without consent or under coercion, including inappropriate touching or verbal harassment.
- Sexual Harassment: Unwanted sexual advances, jokes, gestures, or requests for sexual favours in any organisational setting, including training, events, and matches.

4. Guiding Principles

- Zero tolerance: Watoto Wasoka has a zero-tolerance policy for SEAH. Any breach will result in immediate disciplinary action.
- Child-centred and survivor-centred approach: We prioritise the rights, dignity, and safety of children and survivors in all our actions.
- Do No Harm: All programs will be designed and implemented to reduce risk of SEAH.
- Accountability and transparency: All staff and partners are accountable for upholding this policy, and all allegations will be addressed with integrity and urgency.

5. Prevention Measures

- Recruitment and screening: All staff and volunteers undergo background checks and must sign our Code of Conduct and Child Protection Policy.
- Training and awareness: All personnel receive orientation on child protection and PSEAH principles, with regular refresher sessions.
- Safe programming: Activities (e.g. football clinics, camps, tournaments) are designed to minimise risks and include appropriate adult supervision.
- Code of Conduct: All team members are expected to model respectful, non-exploitative behaviour. Romantic or sexual relationships with program participants, especially minors, are strictly forbidden.

6. Reporting and Response Mechanism

- Reporting channels: Complaints or suspicions can be reported confidentially to:
 - The Safeguarding Focal Person
Name: Mercy Nabulobi
Role: Girls Programme Officer

E: mercy@watotowasoka.ug | T: +256 (0) 786 641 320

- A trusted coach or staff member
- Response protocol:
 - All reports are taken seriously and responded to within 48 hours.
 - Investigations will be carried out with discretion, ensuring protection of survivors and whistleblowers.
 - Law enforcement or child protection authorities will be engaged where necessary.
- Protection from retaliation: No one will suffer punishment or retaliation for reporting SEAH in good faith.

7. Roles and responsibilities

- Management team: Responsible for enforcing the policy and ensuring regular training and awareness.
- Safeguarding focal person: Oversees implementation of the policy, ensures safe reporting channels, and follows up on cases.
- All staff and volunteers: Required to read, understand, and sign the PSEAH policy and report any concerns.

8. Monitoring and review

Watoto Wasoka will review this policy annually, or after any reported SEAH case, to ensure it remains effective and responsive to emerging risks. Feedback from children, coaches, staff, and community members will be used to inform updates.

Annexes and cross-references:

- Annex A: Watoto Wasoka Code of Conduct
- Annex B: SEAH Incident Reporting Form
- Annex C: Child Protection and Safeguarding Policy (referenced)
- Annex D: Contact Details for Reporting Channels