

Safeguarding, PSEA/SEAH and Reporting Addendum

Mission of Hope Initiative (MOHI) | 2026

This Addendum strengthens MOHI's 2023 Safeguarding and Child Protection Policy. It applies to all MOHI Board members, staff, volunteers, consultants, partners and visitors involved in MOHI activities, including youth outreach, dialogue, learning, digital engagement and community advocacy.

1. Purpose and status

This Addendum confirms MOHI's commitment to prevent and respond to safeguarding misconduct, including sexual exploitation, abuse and harassment (SEAH), in a survivor-centred, confidential and accountable manner. It supplements the MOHI Safeguarding and Child Protection Policy (2023). Where this Addendum gives stronger protection, it will apply.

2. Zero tolerance and prohibited conduct

MOHI has zero tolerance for all forms of exploitation, abuse, harassment, discrimination, retaliation and harmful conduct.

- Sexual exploitation: actual or attempted abuse of a position of vulnerability, differential power or trust for sexual purposes.
- Sexual abuse: actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
- Sexual harassment: any unwelcome sexual conduct, request, comment, gesture or communication that creates an intimidating, hostile or offensive environment.
- Any sexual activity with a person under 18 years of age, regardless of local laws or perceived consent.
- Seeking, offering or accepting sex in exchange for money, employment, services, goods, assistance, transport, protection, opportunities or any other benefit.
- Using digital platforms, including WhatsApp, to groom, harass, exploit, threaten or share harmful, sexual or identifying content.

3. Safeguarding roles and responsibilities

Role	Named person	Responsibility
Board Chairperson	Jjuuko Fred	Approves this Addendum and provides Board-level accountability for its implementation.
Designated Safeguarding Focal Person	Batamuliza Brendah	Receives concerns, maintains confidential records, coordinates immediate safeguarding action and appropriate referral.
Alternate Safeguarding Focal Person	Nakaweesa Marvis	Receives concerns when the focal person is unavailable or implicated, and supports accessibility and inclusion in reporting.
All MOHI representatives	Board members, staff, volunteers, consultants and partners	Prevent harm, follow this Addendum, report concerns promptly, protect confidentiality and cooperate with safeguarding action.

4. Safe reporting channels

A concern, disclosure, suspicion or allegation may be reported confidentially by a participant, community member, volunteer, staff member, partner or witness. A person does not need proof before reporting.

Email	advocacy@missionofhopeinitiative.org
Telephone / WhatsApp	+256 770 588 388
Direct reporting	Batamuliza Brendah, Designated Safeguarding Focal Person, or Nakaweesa Marvis, Alternate Safeguarding Focal Person

Where a concern involves the Designated Safeguarding Focal Person, it must be reported to the Alternate Safeguarding Focal Person. Where it involves the Alternate, it must be reported to the Designated Safeguarding Focal Person. In an immediate emergency, the person at risk should first receive urgent safety support and appropriate emergency or statutory assistance should be sought.

5. Survivor-centred response and confidentiality

- MOHI will listen respectfully, take concerns seriously and act as quickly as possible to protect safety and wellbeing.
- Information will be shared only on a strict need-to-know basis and stored securely.
- No one will be asked to investigate an allegation themselves or confront an alleged perpetrator.
- MOHI will consider appropriate referral to statutory authorities and relevant health, psychosocial, legal or protection services, guided by safety, informed consent and applicable legal duties.
- Retaliation, intimidation, punishment or discrimination against anyone who reports a concern in good faith is prohibited.

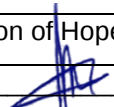
6. Safe and inclusive project practice

- Before project activities, all relevant Board members, staff and volunteers will receive a safeguarding briefing and confirm their commitment to this Addendum and the MOHI Safeguarding and Child Protection Policy.
- MOHI will make reporting accessible to young women, young persons with disabilities and other participants who may face barriers to speaking up.
- Photography, video, testimonies and WhatsApp content will be used only with informed consent. Participation in communications will never be a condition for receiving support or joining an activity.
- Personal data, participant locations, contact details and safeguarding information will not be shared unnecessarily or published without consent.
- Where persons under 18 are involved in activities or volunteer roles, MOHI will ensure appropriate consent, supervision and protection measures.

7. Monitoring and review

The Board will oversee implementation of this Addendum. Safeguarding concerns, actions and learning will be recorded confidentially. This Addendum will be reviewed no later than June 2027, or earlier where a serious incident, legal change or learning from implementation requires revision.

8. Approval

Approved by	Jjuuko Fred, Board Chairperson
Organisation	Mission of Hope Initiative (MOHI)
Signature	
Date	9th March 2026