

SAFEGUARDING POLICY

Why is safeguarding important?

At the LGBTI Youth Fund, we want you to enjoy being part of the LGBTI youth groups. To make sure that you have a positive experience, feel happy, listened to and free to share your ideas with your peers, we want to keep you safe.

What is safeguarding? Safeguarding is the actions the Fund takes to protect you from any forms of abuse when you are taking part in the LGBTIQ youth groups and when you are in contact with the Fund staff and consultants.



Who is included? If you are taking part in the LGBTIQ youth groups set up by the Fund, this policy applies to you. No matter your age, your gender identity or expression, your romantic or sexual orientation, your religious beliefs, your political opinion, where you live, or where you come from, this policy applies to all participants.

What does abuse look like? When someone hurts you, physically or emotionally, it can be called abuse. We have zero tolerance towards any forms of harm or abuse, whether it is physical or emotional.

WHAT IS NOT OK?



Staff of the LGBTI Youth Fund, consultants hired by the Fund, and your peers participating in the LGBTIQ youth groups should **NEVER**:

- Bully, harass, threaten you or make fun of you, in person or online
- Hurt you or cause you pain
- Touch you if you don't want them to or touch you in a way that you don't like
- Ask you to do something that makes you feel frightened or embarrassed, including making you look at videos or photos which make you feel uncomfortable
- Treat you badly
- Take photographs or videos of you without your permission

If a staff of the Fund, a consultant intervening in the LGBTIQ youth groups or another participant abuses you or makes you feel uncomfortable or upset, **remember that it is not your fault**. The LGBTI Youth Fund will help you and make it stop.

What to do if anything happens and makes you feel unsafe, worried or uncomfortable?



Did a staff of the Fund or one of the LGBTIQ youth groups participant hurt you, made you feel uncomfortable or unsafe?

Did you see one of the LGBTIQ youth groups participant being hurt or upset by a staff of the Fund or another participant of the LGBTIQ youth groups?



Did one of the LGBTIQ youth groups participant tell you that a staff of the Fund or another participant hurt them or made them unsafe?

Don't stay alone with your pain and worries. Don't confront the abuser on your own.

If another LGBTIQ youth groups participant comes and talks to you about a problem, listen to them and reassure them. Don't try to solve it yourself. Don't keep it secret.



It is very important that we know when you are hurt, worried or upset about something or someone so we can take action to protect you!

Whatever you say will remain confidential.

Who to talk to? The coordinators, Noam (German-speaking coordinator) and Cris (French-speaking coordinator), are your main point of contact. Talk to them or write to them (jugend.koordination@lgbtiyouthfund.ch for Noam, coordination.jeunes@lgbtiyouthfund.ch for Cris) as quickly as possible. You can also directly contact the Fund Director, Florence Jacot, at florence.jacot@lgbtiyouthfund.ch.

What happens next? Cris or Noam - depending in which group the safeguarding has happened - and Florence will consult with you and discuss the problem. Together you find a way to handle the situation in your best interest. What happens next will depend on what has happened. But we will make sure that everything is explained to you.

What if anything happens to you outside the activities of the Fund ? The Fund can only intervene if harm is allegedly committed by staff of the Fund, consultants intervening in the LGBTIQ youth groups or another participant of the Fund LGBTIQ youth groups.

If anything happens in your personal life, outside of the activities of the Fund, we can provide you with a list of services or organisations who can help you.¹

¹ The Fund uses the acronym LGBTIQ following experts' recommendations. The letter "Q" (queer) refers not only to the questioning of binary constructions of sex, gender and sexuality, but also emphasises the diversity and fluidity of affective and sexual orientations as well as gender identities and expressions.