GBV integration resource:
Organizational policies to support GBV integration & programming

It is vital all program staff are familiar with relevant organizational policies relating to GBV.

This resource outlines relevant CARE policies for staff when integrating GBV into programming.

The following linked policy documents must be understood and implemented by all CARE staff and Partners:

  Note: a guidance note on Safer Programming that supports programmers in practically integrating and embedding safeguarding into CARE programs is available on the Safeguarding Hub in CARE Shares.
- CARE International Vision 2030 Strategy
- CARE International Programming Principles (section 1.1.3 of CI Code, 2018)
- CARE International Communications Involving Survivors of Gender-Based Violence: Policy and Guidelines

CARE has a zero-tolerance approach toward sexual harassment, exploitation and abuse, and child abuse. We will carefully examine allegations and investigate, and take appropriate disciplinary action where this is needed, taking into consideration the rights and interests of the survivor, consistent with CARE’s survivor-centered approach. We make very clear that sexual harassment, exploitation and abuse, and child abuse in any form, perpetrated by our staff, partners, or other related personnel, towards anyone, will not be tolerated.

Program assessment should be ongoing. Where risks are identified or feedback is received from participants, organizations must adapt, or redesign any element of the program which is exacerbating risk. Monitoring of programs should be done with the community, including women and girls, and other marginalized groups. This should be a continual process throughout the program cycle.