

Safeguarding and Code of Conduct Breaches – Transcripts

Sexual Harassment

I started working here three months ago and at first it was great. My co-workers were nice and my boss was very encouraging. He was always praising me, telling me I was doing a good job and giving me advice. I was so happy to get this job.

Morning, morning.

How are you all this morning?

Good

Monday Staff Meeting

So, the project will have a visit from some of our funders next Tuesday and Wednesday.

Sorry

Morning.

Sorry (off screen)

So Laura, could you give them a tour of the office and introduce them to everyone?

[nods in agreement]

After a few weeks I noticed he was paying too much attention to me. While he was still praising my work, I felt uncomfortable around him. He would stand too close to me – or touching me.

Moving on – the next topic ...

He was always looking at me and making jokes and comment about me. Most of the comments were complimentary but I did not like them. I never told him to stop.

I did not ask for this attention.

He is a creep.

Tell him to stop.

She is sleeping with him.

I do not know what she is complaining about.

He is only being friendly.

I need you to stay late tomorrow evening to get some work finished.

I'm a strong woman, why do I put up with this?

She is sleeping with him.

I do not know what she is complaining about it.

Tell him to stop.

It's not right.

She is sleeping with him.

[continuation of compiled thoughts]

He's a creep

I'm a strong woman, why do I put up with this?

I'm going to tell him to stop.

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Financial Exploitation

Two people from a funding organisation on a field visit to an organisation they fund.

There are two things, for us, that we find particularly attractive about this proposal. First, by building refrigeration units you will be able to increase your production. This will mean the co-op can hire more staff and you will be able to buy more produce from the farmers. I think it is a very attractive proposal.

Not having a refrigeration unit means that we have to sell all our products we make on the same day. If we have funding for refrigeration units, we can be able to keep our products fresh for one week or more. And also, double or treble our outputs which can also enable us to sell them in the city.

To move forward with this proposal, we need to find at least three quotations from the constructors so that they can fit the refrigeration unit out.

I will get working on those immediately.

Thank you very much, I will be in touch as soon as I can.

Will we go?

In a minute, Sabaro wants to give me something as a token of his appreciation. Sabaro and everyone who works here – they really appreciate the assistance they get from us. Without the funding we give them, they would not be as successful as they are now.

They deserve it. It is one of the best projects we support.

Giving a gift is to show their appreciation and is part of the culture here.

There was no need for any gifts.

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Transactional Sex

Three colleagues working for a development organisation travelling back to their hotel after a long day of work meetings with a country office.

I knew there were going to be repercussions for myself, for John and for the organisation. But I thought I had no other choice. He put me in a really difficult position.

Tomorrow morning at 10, we've got a meeting with the funding agency. We've been waiting on a decision from them to see if they will fund the project in Tanzania.

I thought they should have made a decision by now. I mean, what is the hold up?

I'm not really sure.

Enough about work – plenty of time for that tomorrow.

Do you want to go eat in the hotel or go somewhere else?

You two go ahead and go on to the hotel, I'll see you for breakfast.

Can you take me to Shoreditch Road? It's only a few minutes out of the way.

I mean, are you meeting you someone? Who do you know in this town?

After the next right, take the second left and you can drop me anywhere. It doesn't matter who I'm meeting, I'll see you in the morning.

When you guys get back to the hotel, take my bags for me. Night.

Where is he going?

You know what John is like, he has got contacts everywhere.

He's meeting a girl.

Hey listen! Lighten up – we're all adults here.

It was one of the most difficult things I have done in my life – reporting John for what he did. But the reason that I got involved in this work is because of its commitment to human rights, equality and justice - and I really believe in those. In my book, exploiting women is not right. Your values do not stop after work in the evening. I did not report John immediately, because I was concerned about the consequences for me and for John – something that I really struggled with.

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Corporal Punishment

Staff are gathered at a training day on child protection discussing how it applies in your work and personal life.

When my parents beat me I would be angry like any other child. But it did not last long because I knew deep inside my parents loved me.

As a kid I was beaten by my father, and when he hit me I hated him and I hated my mother as well for never stopping him. He never hit my sisters though – and that made me angry.

If I have my children in the room and say ‘don’t come out until I’m ready to talk to you’, that’s not going to work. Sometimes I have to be out there, I have to go to work, I have to be on time and I have to fulfil commitments in the real world and I don’t have the time -...

When I first came to the training, I 100% agreed with mild slapping, but definitely some of the arguments that I heard there made me reconsider. I was very struck at how angry Ming and Paul were about being hit as children and how that still affects them today even after so many years.

And I don’t have the time to be sitting there, ‘alright my child, what is it that you need?’ and they need to understand that – that the world does not revolve around them. That’s very important.

If it is ok to hit a child, who is to say what is too hard? It is better not to use violence at all. There are better ways of teaching a child.

I agree completely with Ming, there has to be better ways. When my kids overreact or get out of line, I come down to the same height as them, the same level playing field. I sit down, I tell them ‘listen, okay, I’m angry at the moment and you’re angry at the moment and both of us need to get on together. What you’ve done wrong here is *this*, *that* and *the other*’. Completely break it down for them as slowly as possible if I have to and they understand.

When I was in the training, Paul asked me a question. And he asked, ‘are they stopping because they are learning the right thing or are they stopping because they are scared of you?’

I believe a child needs to know what is right and what is wrong. I’m not saying you should beat your child hard, but when the beating is done the proper way it always works.

Weeks ago my son got into a fight at school and when I picked him up, he said that the other children were being naughty. And I got very angry and upset and I gave out to [scolded] him and I said ‘that’s no way of solving problems’. And then he said ‘well, you slap me when I’m being naughty’. And I had no answer to that.

Definitely doing things differently from now on. And looking into other ways of disciplining.

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Child Marriage

A boss and worker from a development organisation on a work trip in India.

A few weeks ago, I got engaged to Sara. Our families have been friends for a very long time. I asked her parents and they were okay for the wedding. And even Sara was okay with it. But the problems started when I told my boss about it.

Congrats, that’s great news.

Yeah, I am getting married so I would like to get some time off.

I told my boss because I wanted time off from work for the wedding. Other than that, I didn't think it was any of her concern. Even she congratulated me and was happy about it too. But everything changed when she realised Sara was seventeen.

Isn't she very young? What age is she?

She is seventeen.

Our organisation doesn't allow its employees to marry anyone under eighteen... *[speech fades]*

She told me that in our organisation, people are not allowed to marry anyone under the age of eighteen, as it was against the UN Convention on the Rights of the Child. Basically, she told me if I went ahead with my marriage, I would lose my job.

Hi Nidra, it's Aarav here. Can we meet? I have got something to tell you. Yes, I will explain that later. Okay.

They can't do this. That's none of their business what you do in your private life.

I signed the contract when I joined the job.

They can't interfere like that. It's part of our culture. They are supposed to be helping the people. This marriage is good for our daughter.

I would lose this job if I married Sara.

This is not fair.

I really like this job. There are not many jobs out there. Maybe we will wait until she is eighteen and then get married.

Can you talk to your boss and sort this out?

I already did. I don't have a choice. I'm sorry, I can't marry your daughter.

You can't do this. This is not fair.

I understand why Nidra is annoyed. But I also understand why this is against the organisation's code of conduct. I wish I had understood this sooner.

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