

## **Notes to revisions to WACC policies**

### **Code of Conduct in relation to Safeguarding, Sexual Exploitation and Abuse**

This is a new policy required by law and responding in particular to the expectations of WACC partners and potential donors.

The aim of the policy is to protect people, particularly children, at risk adults and beneficiaries of project work, from actual harm that may be caused as a direct consequence of involvement with WACC staff, contracted personnel, or projects. This includes harm arising from: the conduct of staff or contracted personnel; the design and implementation of WACC's programmes and activities

### **Equal Opportunities**

Already approved. Revised to remove the following stipulation that our employment lawyer described as discriminatory:

“However, in order to fulfil its mission effectively, WACC may require that the applicants for some senior and high-profile positions are able to demonstrate that they are practising Christians.”

### **Governance and Management Policy**

Already approved. Revised to match governance structural changes made in January 2019 regarding numbers of directors, officers' roles, and the relationship between WACC UK and WACC Canada.

### **Grievance Resolution Policy**

Already approved. Revised to include External Grievances:

“It is in the interests of WACC to have procedures to resolve all issues arising between contracted personnel, partner organizations and the communities that WACC works with. Therefore, this Policy is to be read in conjunction with the Code of Conduct in relation to Safeguarding / Sexual Exploitation and Abuse Policy with regard to external grievances.”

Also to include an email address for grievances against the GS:

“An employee with a grievance against the General Secretary should raise the matter with the President, by submitting an email to the President at [president@waccglobal.org](mailto:president@waccglobal.org)”

### **Working Practices Policy**

Already approved. Revised to include under malpractice or criminal activity:

“Should it appear that the General Secretary is involved in the activity, the matter should be reported to the President, via email at [president@waccglobal.org](mailto:president@waccglobal.org)”

### **Coronavirus Policy**

For information. An internal document for staff and visitors to the general secretariat and matching requirements imposed by the Province of Ontario and/or the City of Toronto. Periodically revised as the situation changes.

## **Crisis Response Plan**

Already approved. Amended as requested in the Board meeting Minutes of 12 March 2020 as follows:

“The Treasurer suggested that under the heading of WACC Spokespersons, there should only be one person – either the President or the General Secretary and that the Crisis Management Team would determine who that would be at the required time.”

“The Treasurer also requested that the language be changed under Section III, Crisis Communication, #1, by replacing the words ‘should any of the positions be directly implicated in the crisis, they will be replaced on the team as necessary’ with more forceful words.”