



Safeguarding for Farmer to Farmer Volunteers

A “RESPECT, EQUITY, DIVERSITY AND INCLUSION” APPROACH

What is Safeguarding?

Safeguarding is our collective responsibility to make sure that staff, volunteers, partners, consultants, and host communities, especially children and vulnerable adults, are treated with dignity and respect. Each of us has an important role to play. Safeguarding is consistent with the agency’s Catholic Social Teaching that upholds the life and dignity of all human persons, regardless of their background.

What is my Role?

- Volunteers should treat each person they encounter with dignity and respect, ensuring their behavior will not cause harm to others.
- F2F volunteers must sign a volunteer release containing an acknowledgement of [CRS’ Safeguarding Policy](#) for each assignment.
- Volunteers should understand what they have signed, particularly the prohibited conduct outlined in the policy. Volunteers needing a deeper understanding of Safeguarding can use the resources provided in this document to learn more.

- Volunteers are obligated to follow the CRS Safeguarding policy and, while we hope they will not encounter any Safeguarding concerns, they must report all Safeguarding violations that they observe or experience themselves.

Reporting Channels

- Volunteers should report Safeguarding concerns via [EthicsPoint](#) or to their CRS staff-liaison, the Country Representative, or the Head of Programs. Contact information for CRS country staff is found in your Constant Companion, which your F2F contact should provide.
- Wherever possible, please consult with CRS leadership before calling the police or authorities to report an incident. If the concern is not urgent or time-sensitive, volunteers can also email alert@crs.org to register a complaint with the option of anonymity.

Hesitancy about Reporting

Often, we doubt things we have seen or experienced, feeling like we may be mistaken, or may have misunderstood. Volunteers should understand that it is their duty to report, and CRS' to investigate the concerns. This is the same requirement as for all CRS staff.

- You do not have to be sure that a Safeguarding concern is valid to report it
- You should not fear retaliation if you report a concern, even if your concern was found to be invalid
- Do not let issues of cultural misunderstanding hold you back. CRS can help decide if the incident was acceptable within the local context or not.

Safeguarding and REDI: Respect, Equity, Diversity & Inclusion

Beyond Safeguarding, CRS is committed to the values of Race, Equity, Diversity, and Inclusion (REDI). These go beyond Safeguarding because they help create a truly collaborative, empowering, and supportive work environment that is infused with dignity and a commitment to learning, service and care.

REDI ideals are powerful, and CRS works hard to implement them. Nevertheless, concerns may arise – for example, around mistreatment, microaggressions, exclusion or “othering.” You may witness or experience this treatment based on race, gender, disability, or other factors. It can be more subtle and difficult to identify, or it can be clouded by local cultural norms.

Volunteers are urged to discuss REDI-related concerns with their CRS liaison, the Country Representative or Head of Programs, or by writing REDI@crs.org.

One issue that sometimes arises is that volunteers may experience some *initial* hesitancy from the host community if they are younger, or a different race or



gender than the community expected. This should subside quickly, as the volunteer's qualifications become known to the community. If the offense is overt or the initial hesitancy of the host community does not subside, however, the volunteer should report it using the provided channels.

More Information

Use these resources to gain a deeper understanding of Safeguarding and REDI:

- [Safeguarding at CRS](#)
- [Catholic Social Teaching](#)
- [Be REDI resource handout](#)