

# GLOBAL SAFEGUARDING REPORT

FISCAL YEAR 2024

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## Message from the CEO

I am pleased to share Mercy Corps' sixth annual Global Safeguarding Report. Since 2019, we have been issuing this report yearly to maintain transparency around the number of safeguarding allegations we receive; the resolution of investigations into those allegations; and our continued efforts to strengthen our prevention of, and response to, incidents of abuse, exploitation, and harassment.

We made significant progress in FY24 with the introduction of our operational Safeguarding Core Standards Policy. This Policy elevates safeguarding through a set of mandatory minimum standards applicable globally across all levels of the organization, allowing us to track implementation progress, provide support, and course correct as needed.

As a humanitarian and development organization, we often work with communities during their most critical times of need. Crises can intensify the power imbalances between these communities and the organizations, like ours, that support them. We pledge to use this power responsibly. Central to our 10-year Pathway to Possibility strategy is our commitment to creating a safe, diverse and inclusive environment. Our goal is to cultivate an organization free from exploitation and abuse, where all individuals are treated with dignity and respect. When safeguarding incidents do occur, we are steadfast in our resolve to support the well-being of survivors and take appropriate action.

Through openly sharing our efforts, accomplishments, and ongoing challenges, we aim to drive continuous improvement for Mercy Corps, and across the wider humanitarian and development sector. Safeguarding is an ongoing commitment that demands the continuous dedication of everyone who represents us. We are committed to prioritizing this effort.

With gratitude,



Tjada D'Oyen McKenna, Mercy Corps CEO

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## **Table of Contents**

<b>Introduction</b>	<b>4</b>
<b>Executive Summary</b>	<b>5</b>
<b>Safeguarding Governance and Leadership</b>	<b>5</b>
<b>Our Safeguarding Approach</b>	<b>7</b>
<b>Prevention</b>	<b>8</b>
<b>Reporting and Response</b>	<b>15</b>
<b>Reflect and Adapt: An Evidence Driven Approach</b>	<b>19</b>
<b>Looking Forward</b>	<b>20</b>
<b>Contact</b>	<b>22</b>

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## Introduction

At Mercy Corps, we support communities – and the most marginalized within them – to emerge from crises in the face of conflict and climate change and build a more inclusive, resilient future. Our 10-year strategy – Mercy Corps’ Pathway to Possibility – reflects our ambition to not only meet the basic needs of communities affected by conflict and climate change, but to achieve lasting, transformational change at scale. **Our mission is to alleviate suffering, poverty, and oppression and help people build secure, productive, and just communities.**

In more than 40 countries around the world, nearly 6,000 Mercy Corps team members work alongside people living through poverty, disaster, violent conflict, and the acute impacts of climate change.<sup>1</sup> We’re committed to creating global change through local impact -- 85 percent of our team members are from the countries where they work.

We believe that sexual exploitation, abuse, and harassment are human rights violations. Any form of abuse, exploitation, or human trafficking directly contradicts the principles upon which our humanitarian work is based and can cause deep and lasting harm to children or adults who experience it. Mercy Corps has zero tolerance for inaction on abuse or exploitation and works to ensure physical and psychological safety within our teams and our programs. We are committed to collaborating with our peer and partner organizations around our shared commitment to ending abuse and exploitation, and to engaging with community members and local organizations that support and elevate the voices of survivors.

We are committed to transparency and have been publicly sharing data around our safeguarding allegations and investigations since FY19.<sup>2</sup> With this publication we continue

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<sup>1</sup> Mercy Corps reached around 37.8 million total participants in FY2024 across 46 countries and 258 programs.

<sup>2</sup> We consider safeguarding allegations to include allegations of sexual exploitation and abuse, internal sexual misconduct (including sexual harassment), child safeguarding and human trafficking. Our safeguarding policies can be found on our [website](#).

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our annual reporting of case data and updates on our safeguarding progress.<sup>3</sup> As always, our public reporting prioritizes respect for and confidentiality of survivors.

## Executive Summary

This annual report outlines Mercy Corps' safeguarding strategy, status updates, and incident-related data for fiscal year 2024 (FY24).<sup>4</sup> The first section describes our safeguarding commitment, approach, governance, and leadership, and provides an overview of our prevention progress in FY24 and our priorities for FY25.

Detailed data on our case numbers is provided in the "Reporting and Response" section. In FY24, we received 190 reports alleging safeguarding concerns. All reports from FY24 have been reviewed and closed with 51 allegations substantiated. All substantiated cases resulted in disciplinary action.

Safeguarding is a critical priority for Mercy Corps and a core component of our organizational commitment to a safe, diverse, and inclusive culture that protects, enables, and elevates perspectives of marginalized groups. In FY24, we strengthened our approach to safeguarding through the launch of a global Safeguarding Core Standards Policy to further clarify roles, responsibilities, and required activities throughout our programs and operations.

## Safeguarding Governance and Leadership

Mercy Corps' stand-alone Ethics and Compliance Department (ECD) is led by our Chief Ethics and Compliance Officer (CECO), Steve Linick, who reports directly to the CEO and the Board of Directors. The Joint Ethics and Safeguarding Committee led by chair, Emmanuel

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<sup>3</sup> Our Global Safeguarding Reports can be found on our [website](#).

<sup>4</sup> Fiscal year 2024 includes July 1, 2023- June 30, 2024.

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Lulin, provides safeguarding oversight on behalf of the Joint Boards of Mercy Corps Global, Mercy Corps Europe and Mercy Corps Netherlands.

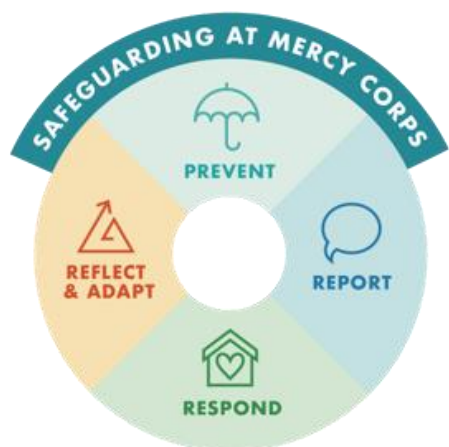
The ECD promotes a culture of integrity throughout the organization and oversees an ethics program designed to prevent, detect, and respond to illegal, unethical, or improper conduct, including safeguarding violations. The ECD is responsible for responding to all reports of ethics violations, including fraud, corruption, safeguarding misconduct, and discrimination, harassment, and bullying. Our Case Intake Manager manages our reporting hotline, and our Senior Director of Safeguarding Investigations oversees a team of regionally-based lead investigators and in-country Co-Investigators who are trained in sexual exploitation, abuse, and harassment (SEAH) investigations. Separate teams of investigators respond to fraud and corruption, and HR Code of Ethics allegations.

Our Senior Director of Safeguarding manages the global safeguarding prevention team including a Director of Safeguarding Support, five Regional Safeguarding Advisors, a Europe-based Safeguarding and Inclusion Advisor, and a Systems and Analytics Project Manager who focuses on our data informed approach. The Regional Advisors support in-country safeguarding Focal Points, Champions, and full-time safeguarding roles.



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## Our Safeguarding Approach



We define safeguarding as **our shared responsibility to ensure that no one acting on our behalf causes harm to other team members, partners, or the people and communities with whom we work, and that we respond in an appropriate, survivor-centered way to allegations of exploitation, abuse, harassment, or trafficking.** Safeguarding at Mercy Corps is an umbrella term covering the prevention of and response to sexual exploitation and abuse of children or adults, physical or emotional abuse or neglect of children, human trafficking and exploitation, and internal sexual misconduct. Underpinning our safeguarding work is a commitment to a survivor-centered approach. The safety, well-being, and perspectives of survivors are at the core of our efforts.

Our approach is founded on four broad pillars:

- **Prevent** safeguarding violations through strong policies, effective management, and by mainstreaming safeguarding into our culture and throughout our programs, operations and partnerships.
- Ensure people feel comfortable to **report** concerns through accessible, safe, and trusted reporting mechanisms that are utilized by participants, community members, our team, and partners. This includes our Integrity Hotline and Community Accountability and Reporting Mechanisms.
- **Respond** to all safeguarding incidents using a survivor-centered approach that prioritizes survivors' rights, wishes, needs, safety, dignity, and well-being.
- **Reflect and adapt**, using a data-informed approach. We gather lessons learned from investigations, including feedback from survivors, and track reporting trends and patterns, in order to continually strengthen our safeguarding systems.

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## Safe, Diverse, and Inclusive Commitment

Safeguarding is integral to our Safe, Diverse, and Inclusive Commitment, one of five core commitments underpinning our ten-year strategy. We understand that safety, diversity and inclusion are interdependent; we cannot keep communities and team members safe without also ensuring representative teams where people feel comfortable speaking up. Our Safe, Diverse, and Inclusive Commitment requires the coordination of a variety of different departments and initiatives to enhance safety, participation, accountability, localization, and learning. These include our People Team; internal Gender, Diversity, and Inclusion efforts; safeguarding and protection work; Gender Equity and Social Inclusion programming efforts; Community Accountability; Security; and our Locally Led Commitment. Together we strive to eliminate inequitable power dynamics, address the systems that perpetuate discrimination and abuse of power, and foster a culture of equity, integrity, and accountability in our operations, culture, and programming. In addition, all Mercy Corps team members are responsible for embodying our four Core Behaviors: inclusion, collaboration, acting with integrity, and being curious. Leaders and team members are evaluated based on how well they demonstrate these behaviors.

## Prevention

We took a significant step forward on our safeguarding journey this year with the launch of our global [Safeguarding Core Standards Policy](#). This comprehensive policy pulls our minimum requirements for safeguarding into one mandatory policy with application across the entire Mercy Corps landscape. The Core Standards operationalize our commitments, clarify responsibilities, and ensure that every team member at Mercy Corps – from leadership to programs to operations – understands their role and feels empowered to prevent and respond to exploitation, abuse, harassment and human trafficking. The Policy is accompanied by a comprehensive toolkit of user-tested tools, guidance documents, training content and case studies. The Core Standards include measurable outputs,



allowing us to track and dashboard implementation and provide support or troubleshooting where it is most needed.

The Policy is framed around ten Core Standards, summarized below:



### Safeguarding Prevention and Response Roles (Core Standard 1)

Country level safeguarding prevention roles work with their teams to raise awareness, deliver training, and provide support around integrating safeguarding activities into programs. They are trained in survivor-centered principles and are available as a direct reporting channel for individuals with concerns. They create and maintain a database of community resources for survivors, assist in liaising with survivors when needed, and serve as a referral pathway for those in need of medical, psycho-social, or other support.

Through the Core Standards, we have taken a risk-based approach to safeguarding staffing requirements, ensuring that our larger country offices, and those in higher risk contexts and/or with higher risk programmatic activities, have the technical support they need.

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Almost half of our country offices have at least a 50% Full Time Equivalent (FTE) safeguarding role. For smaller country programs, we rely on a network of trained Safeguarding Focal Points<sup>5</sup> and Champions<sup>6</sup>. We hold intensive five-day in-person training sessions for our Focal Points, who have at least 25% FTE dedicated to safeguarding activities. Champions receive shorter in-person or remote training and support Focal Points and full-time safeguarding roles.

The Safeguarding Investigations team is supported by our in-country Safeguarding Co-Investigators<sup>7</sup>. Co-Investigators undergo SEAH-specific investigations training and work under the direction of our headquarters-based investigators, enabling us to manage remote investigations with on-the-ground support.

As depicted in Figure 1 below, globally we currently have 21 professional safeguarding roles (Officers, Managers, Coordinators or Advisors), 31 Focal Points, 139 Champions, and 36 Co-Investigators. We will continue to provide trainings annually to cover new roles and account for turnover.

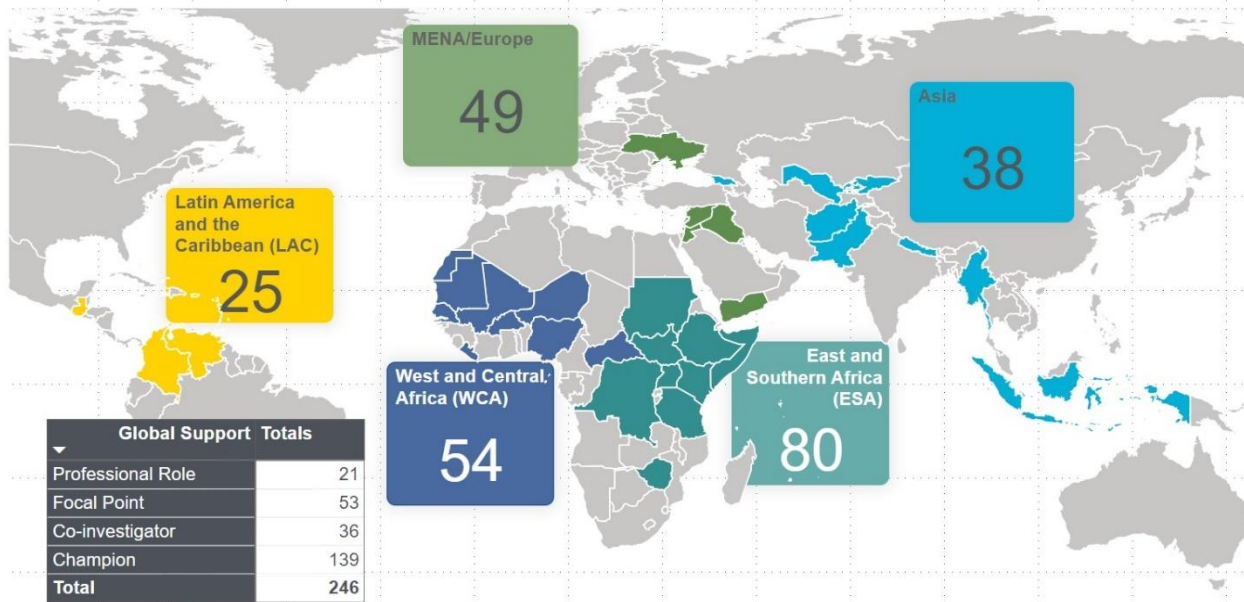
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<sup>5</sup> Safeguarding Focal Points work with team members to build trust and confidence in our reporting mechanisms. They also provide on-the-ground information and feedback to help inform our organization-wide safeguarding strategy and approach.

<sup>6</sup> Safeguarding Champions play a similar role to Safeguarding Focal Points but work at a reduced technical capacity and are not a replacement for Focal Points.

<sup>7</sup> Safeguarding Co-Investigators act as in-country investigative support. They provide local contextual information, translation, and facilitate investigation planning, communication, and implementation.

## SAFEGUARDING GLOBAL COVERAGE



### Mercy Corps Active In-Country Support by Region

**Figure 1.** The total number of in-country safeguarding support roles by region and type.

### Safe Recruitment, Hiring, and Onboarding (Core Standard 2)

We are committed to preventing abusers from moving throughout our sector and vet new applicants thoroughly through a combination of background checks, and interview and reference questions. We are members of the [Inter-Agency Misconduct Disclosure Scheme](#), a collaborative effort of over 270 peer organizations to prevent known perpetrators of sexual exploitation, abuse, and harassment from moving to different organizations across the sector. In FY24, we expanded our use of the scheme to include country office hires and are in the final stages of rolling it out in a few remaining jurisdictions. As required by the Core Standards, we are adding risk levels to all roles based on level of responsibility and contact with participants. Higher risk roles will require scrutiny, including heightened reference check and interview requirements.

All team members must sign our Code of Ethics upon hire and complete mandatory Code of Ethics training during their first 30 days of employment and annually thereafter. This interactive training was updated in FY24 and includes modules on our safeguarding and

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ethics policies. In order to pass the training course, participants must demonstrate an understanding of expected standards of behavior, reporting obligations, and how to report concerns.

### **Safeguarding Training and Awareness Raising** (Core Standard 3)

Training Mercy Corps team members and partner staff on safeguarding prevention is essential to reducing the risk of abuse. Imparting this knowledge and understanding requires in-person, contextually appropriate training, in addition to mandatory onboarding courses. This is one of the key functions of the local safeguarding support roles described above. Awareness raising sessions are anchored in relevant program and cultural contexts, and safeguarding team members are available to answer questions both in group settings and individually. Training is delivered in person where possible and remotely where circumstances dictate. Under the Core Standards, team members must participate in regular face-to-face safeguarding training in addition to completing mandatory annual eLearning courses.

During fiscal year 2024, safeguarding team members delivered in-person training sessions on safeguarding prevention to 8,043 attendees, including 5,099 team members, 1,418 partner staff, and 1,526 daily workers.

In addition to training, we employ a regular cadence of ongoing safeguarding and ethics communications across the organization in a variety of languages to ensure that team members trust and understand our safeguarding processes, recognize that leadership prioritizes safeguarding, know the importance of speaking out if they see something concerning, and can easily access reporting channels. These communications include our “Integrity Matters” newsletter which showcases ethical issues and examples of recent safeguarding cases, and our “Let’s Talk Ethics” video series in which challenging or complex ethics issues are discussed in an accessible manner.

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## **Leadership Commitment** (Core Standard 4)

Leaders at the country, regional and global level play a critical role in setting the direction, dedicating resources, and providing guidance to teams around safeguarding and implementation of the Core Standards. We know organizational culture matters as much as policies and procedures and that tone begins at the top. The Core Standards provide extra guidance for country leaders around ensuring that safeguarding is regularly considered and discussed by senior management teams, integrated in country level risk analysis and its importance communicated by leaders. Country and program leaders receive regular updates on case trends and risks in their regions and annual scenario-based training to ensure they are prepared to prevent harm and to respond in a survivor-centered way in accordance with our central reporting and investigation processes.

## **Programmatic Mainstreaming** (Core Standard 5)

We support country and program teams to mainstream safeguarding best practices into every phase of our program cycle beginning from the program identification and design phase, through to implementation and the closeout phase. Requirements for safeguarding in programs are outlined clearly in the Core Standards, including around program design and budgeting, program level risk assessments and mitigation planning, supervision and staffing, and appropriate vetting and onboarding and monitoring of short-term or “daily workers.” Country offices are supported by Regional Safeguarding Advisors who ensure close technical guidance, in-country support visits where needed and collaboration with other functions such as protection, Gender, Equity and Social Inclusion (GESI) and Community Accountability Reporting Mechanisms (CARM).

## **Vetting, Monitoring, and Supporting Partners and Suppliers** (Core Standard 6)

We are committed to being locally led— to intentionally shifting power and decision making to the communities where we operate, and to ensuring that we work with local

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stakeholders to enable our commitment. Our partners<sup>8</sup> share our commitment to humanitarian principles and safeguarding commitments are embedded in our contractual agreements. The Core Standards add clarity around processes for partner vetting (due diligence), monitoring and training. Our in-country safeguarding team members support sub-awardees to assess their safeguarding systems and processes via our Joint Assessment and Monitoring tool. This process identifies areas where additional support may be necessary, for example around strengthening recruitment practices or team member training. We have a simple, easy to translate, Partner Code of Conduct for implementing partners to use when their existing policies are not substantially equivalent to ours or do not meet IASC standards, in which case the Partner Code of Conduct is added to the partner agreement

Our Field Procurement Policy and Procedures include due diligence measures to support our Safeguarding Policies, particularly our Anti-Human Trafficking and Exploitation Policy. These include mandatory supplier reference checks with questions related to human trafficking and labor exploitation for all standard tenders, a supplier questionnaire that includes questions on how the supplier assesses risks around human trafficking, and site visits for high value tenders and those in industries with higher risk for human trafficking and exploitation, such as construction.

In addition to vetting (due diligence) and monitoring, we actively collaborate with suppliers to provide them with relevant information and training related to safeguarding, including through a short, simple language Supplier Code of Conduct. Our commitment to monitoring and supporting our suppliers in safeguarding prevention is integral to our dedication to ethical sourcing and social responsibility, ultimately ensuring a safer and more responsible supply chain. We publish an annual Modern Slavery Statement, as required by the UK Modern Slavery Act 2015. The statement is available on the [Mercy](#)

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<sup>8</sup> Partners include sub-grant recipients, partner organizations, contractors, outside experts, consultants, agents, representatives, and any other organizations or individuals that act on Mercy Corps' behalf or at Mercy Corps' direction



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[Corps Europe Website](#) and details the steps we take to mitigate the risks of modern slavery within our operations and supply chain.

### **Safe Communications** (Core Standard 10)

We are committed to data protection, privacy and the safe and ethical gathering and use of images, stories and videos. While we seek to tell compelling stories to garner support for our work and communicate the circumstances of the communities we serve, we strive to ensure ethical storytelling in all our communications, focusing on images of strength and capacity, while not obfuscating need. Gathering and using images and stories of participants is governed by the same high standards in relation to human rights, safeguarding and accountability as any other Mercy Corps activity and must be done consistent with our Code of Ethics, Child Safeguarding Policy and Data Protection Policies. Informed consent, with clear options to decline or withdraw permission, is the cornerstone of our safe content gathering process.

## **Reporting and Response**

### **Reporting Mechanisms** (Core Standard 7)

For community members and program participants, we provide accessible and locally relevant Community Accountability Reporting Mechanisms (CARM)<sup>9</sup>. CARM implementation has been a key organizational priority and locally relevant, contextual CARM systems are operational across our locations and programs. Our global CARM Policy outlines minimum standards for community accountability and clear requirements for partners. All Mercy Corps country programs and entities are required to meet the standards within this policy

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<sup>9</sup> Community Accountability Reporting Mechanisms (CARMs) provide multiple channels for all community members to provide feedback, suggestions, complaints, and concerns in a manner that is safe, confidential, transparent, and accessible, enabling Mercy Corps to respond and make any necessary programmatic or safeguarding adaptations and to ensure the safety, security, and empowerment of program participants. Team members may also use CARM channels, in addition to internal reporting mechanisms if they desire.

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to ensure a consistent, quality approach to community accountability, while maintaining responsiveness to community needs and perspectives.

We provide several internal reporting channels to ensure that team members have an option for reporting concerns that works for them in their language.<sup>10</sup> Team members may report directly to the Mercy Corps Integrity Hotline via email in any language. Our Integrity Hotline web portal and Integrity Hotline phone lines<sup>11</sup> provide a streamlined multilingual end-user experience that allows for confidential reporting with the option to report anonymously. Team members may also report safeguarding concerns directly to CARM, management, Human Resources, or safeguarding team members, all of whom are required to report immediately to the Integrity Hotline.

### **Survivor Support** (Core Standard 8)

Mercy Corps is committed to ensuring that survivors' rights, wishes, needs, safety, dignity, and well-being are at the center of our safeguarding prevention and response efforts. We align our approach with the [Principles of a Victim/Survivor-Centered Approach](#) set forth by the Inter-Agency Standing Committee and the [UN Victim's Rights Statement](#). All survivors are offered support and the opportunity to connect with a survivor-liaison within Mercy Corps who can assist with organizing support outside of any investigative process. Support is never contingent on a survivor's participation in an investigative process and does not end when an investigation concludes. We actively seek survivor feedback to improve our prevention and response efforts. This year, we will incorporate specific feedback from survivors into global safeguarding training for our expanded safeguarding team.

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<sup>10</sup> Community members or participants are welcome to use the Integrity Hotline or other reporting avenues.

<sup>11</sup>Our Integrity Hotline reporting web portal is hosted by i-Sight, a third-party platform with 24/7 access. Our Integrity Hotline phone lines are available 24/7 and hosted by Convercent, a third-party contractor.

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## **Incident Response and Investigations** (Core Standard 9)

Our headquarters and regionally-based investigations team conducts professional, timely, survivor-centered, trauma-informed investigations supported by a network of trained safeguarding Co-Investigators across many Mercy Corps countries of operation. As safeguarding reporting continues to increase, the team is working with global leadership to add new Regional Safeguarding Co-Investigator roles where funding allows. Regional Safeguarding Co-Investigators receive intensive investigative training to ensure we can continue to provide a timely response to safeguarding incidents.

### **Response and Incident-Related Data for FY24**

In FY24, Mercy Corps received 190 reports that alleged safeguarding concerns against Mercy Corps team members, partners or vendors. Required confidential notifications to donors (and regulators, where appropriate) regarding specific reports were issued in alignment with our donor agreements and Donor Notification Standard Operating Procedures.

After review, we determined that certain reports did not implicate Mercy Corps' safeguarding policies, did not constitute potential violations of those policies, or were unrelated to Mercy Corps' programs or people.

Following survivor-centered reviews, 51 reports were determined to be substantiated violations of Mercy Corps' safeguarding policies. All FY24 safeguarding reports are closed.

All substantiated reports resulted in disciplinary action, including multiple employment terminations or terminations of contracts. In all instances, team members whose employment was terminated became ineligible for rehire and contractors became ineligible for further awards or future contracts. Former team members' ineligibility status will be shared with prospective employers, including through the Inter-Agency Misconduct Disclosure Scheme (as further described above). In all substantiated reports involving

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exploitation or abuse of a participant or community member, the team member's employment or the partner subaward agreement was terminated. Substantiated reports also resulted in process and program improvement recommendations that are being carried forward by our Safeguarding Regional Advisors in partnership with country and regional teams.

In all allegations involving an identified survivor, we offered support to those survivors, regardless of whether they wished to be involved in an investigation, and regardless of whether the allegation involved a Mercy Corps team member or partner. Types of support provided included medical, financial, educational, and psycho-social support.

We strive to conclude all safeguarding investigations within an average of 90 days and met that goal during FY24. However, we recognize that employing our survivor-centered approach may necessitate longer investigations on occasion.

## **Reflections on FY24 Data**

We experienced a 41% increase in safeguarding reporting during FY24 compared to FY23 (190 in FY24 compared to 134 in FY23). With the roll out of the Safeguarding Core Standards and increased focus on safeguarding awareness raising among team members, partners and participants, we expect an increase in reporting and are heartened to see growing trust in our reporting systems and early reporting of concerns by team members. We also revised our Anti-Human Trafficking and Exploitation Policy in 2023 and strengthened provisions and awareness raising around exploitative labor, including child labor, resulting in increased team member awareness of these issues. Our Regional Safeguarding Advisors have worked closely with our in-country safeguarding support roles to develop and provide targeted training for team members on the importance of reporting and to build trust in reporting systems. Our [Code of Ethics](#), emphasizes our team member and partner obligations to report any good faith concern, whether personally or anonymously. In alignment with our Core Behaviors, we encourage our team members to

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act with integrity and err on the side of reporting. We believe the increased levels of safeguarding reporting reflect these continuing and collective efforts to build trust in our reporting systems and safeguarding response. We know we have additional work to do to ensure that participants always understand their rights and feel comfortable and safe reporting concerns. Although we continue to aim for a sector free from exploitation and abuse, we know there are significant barriers to reporting in most contexts and see an increase in reporting as a positive step.

## **Reflect and Adapt: An Evidence Driven Approach**

In alignment with Mercy Corps' Pathway to Possibility, we strive to be evidence driven. We analyze case data to continuously improve and adapt our prevention and response efforts. We seek input from survivors at the close of each case and integrate recommendations or other qualitative information that they want to provide. Survivor feedback is incorporated into training for focal points and Co-Investigators.

At the end of a safeguarding investigation, we examine the specific conditions that existed that may have made the incident more likely to occur. We consider all implications that stem from our analysis of a given case—from recruitment and hiring, to onboarding and training, program design, implementation and management, to the reporting and investigation process—always looking for ways we can prevent similar situations from occurring and improve our response if they do. Following our review, we make recommendations for corrective actions to appropriate internal teams and monitor their implementation. Where the safeguarding concern relates to a partner, we work with partners to support them to identify appropriate corrective actions for their organization.

Our case management system, i-Sight, includes customized integrated analytics tools that alert our response and prevention teams to emerging trends in safeguarding reporting. These timely alerts help guide targeted prevention efforts and program improvement

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recommendations. i-Sight also ensures we accurately track an expanded range of data points that allow for richer data analysis which better informs our prevention efforts. We regularly review trends and reflect on quantitative and qualitative data at the end of each quarter. Now that our Safeguarding Core Standards allow us to clearly track and dashboard the implementation of safeguarding prevention activities, over time we will be able to compare this information with case data to see where our prevention efforts are having impact and where we need to adjust.

To promote transparency and greater accountability in the sector, Mercy Corps serves as a Steering Committee member for a project entitled “SEAH Data Harmonization Scheme” which fully launched in FY24. The project is coordinated by the Core Humanitarian Standards (CHS) Alliance and supported by multiple donors with funding provided by the United Kingdom’s Foreign, Commonwealth, and Development Office (FCDO). Mercy Corps and 64 project partners contribute anonymized safeguarding reporting data bi-annually to create detailed aggregated reports shared with the public. This scheme allows us to safely share additional details about our safeguarding allegations, including country location, survivor age and gender, and subject profile. The aggregate reporting enables a comprehensive analysis of trends and patterns in the sector, enhancing our collective understanding of SEAH risks and informing our prevention efforts.

## Looking Forward

Fiscal year 2024 was a pivotal year for safeguarding at Mercy Corps with the launch of the Safeguarding Core Standards Policy. Becoming more intentional and specific about our minimum requirements and closely tracking implementation will help us ensure that safeguarding is meaningfully integrated throughout our operations and programs. We can now see more clearly the areas where we need additional focus, including awareness raising in communities and ongoing collaboration with and support for partners and short-



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term workers to ensure effective safeguarding practices. We are looking forward to ongoing progress in implementing the Core Standards and utilizing implementation and case data to help us understand what is working and where we need to adjust. We are also excited to continue to collaborate across the sector to build a more comprehensive picture of safeguarding through our engagement with the CHS SEAH Harmonized Data Project.

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### **About Mercy Corps**

Mercy Corps is a leading global organization powered by the belief that a better world is possible. In disaster, in hardship, in more than 40 countries around the world, we partner to put bold solutions into action — helping people triumph over adversity and build stronger communities from within. Now, and for the future.

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