



**FOOD FOR  
THE HUNGRY**

**Food for the Hungry's  
Protection Policy  
Preamble**

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***A. Organizational philosophy on protection***

FH envisions all relationships restored, every child nurtured, and communities transformed. Hence, we work with churches, leaders, and families in **overcoming all forms of human poverty by living in healthy relationship with God and His creation.**

FH is anchored on the truth that everyone is uniquely and specially made in the image of God, is immensely valued by Him, and is full of potential. God's design is for everyone to flourish - to grow well, make steady progress, thrive, and become all that God created them to be (John 10:10, Jeremiah 29:11). Also, every person has a unique and important God-given calling to impact the world around them. Thus, every person is critical to the healthy development and well-being of their family, community, and nation.

***B. Rationale***

Abuse and exploitation of beneficiaries, especially children, is a very real and growing worldwide problem and as an organization advocating for the welfare and development of children and vulnerable people, it is of the utmost importance for us to take the steps necessary to prevent and respond to this abuse in whatever capacity we can.

FH is committed to both a preventative and reactive approach to creating a safe and positive environment for the beneficiaries in the communities that we work with, as well as all staff, partners, representatives, volunteers, and protection forces who are a part of FH, and protection forces such as the UN who are working in the community. Thus the proper compliance with a protection policy is critical. It is important to note that abuse and exploitation can happen in very subtle ways and so this policy is intended to help all people associated with FH become more aware of ways that it can happen so it can be avoided. FH recognizes that abuse has physical, emotional/mental and sexual dimensions. This is defined in the policy under the Sexual Exploitation and Abuse and Child Abuse sections.

The policy stems from FH's commitment to Biblical values and will ensure the promotion of human rights, specifically protection from unintentional harm as well as deliberate abuse within FH and its partners. This will also show FH's awareness of, and will serve as a reminder to all its staff and beneficiaries, that organizations working with the vulnerable have been, are, and will continue to be susceptible to harbouring abuse until the issues are brought into the open. This policy will also ensure FH is in compliance with Donor Funding Agencies, who now require Protection Policies and Guidelines.

**C. Protection principles and core values****1. Biblical basis**

- **God has created men and women in His image:** So God created man in his own image, in the image of God he created him; male and female he created them. Genesis 1:26
- **God intends submission to one another, not domination:** Submit to one another out of reverence for Christ. Ephesians 5:21
- **God intends everyone to live in peace and harmony:** If it is possible, as far as it depends on you, live at **peace** with everyone. Romans 12:18
- **God has plans for each of us, including no harm happens to any of us:** For I know the plans I have for you, declares the Lord, plans to prosper you and not to harm you, plans to give you hope and a future. Jeremiah 29:11

**Core Value 1: Our foundation is God.**

- **Our understanding is from God and our reality is found in God.** We are each made in His image; to be in healthy relationship with God and His Creation, to be the visible manifestation of His love to others through compassion, and the functional manifestation as caregivers to His creation through righteous stewardship. *Any form of abuse is an assault on humanity as the very image of the Living God.*

**Core Value 2: Our ultimate focus is the most vulnerable people in the world.**

- **God takes up the cause of the oppressed.** Violence and oppression is commonly found throughout the Bible as evidence of the Fall, beginning with Adam and Eve (Genesis 3: 15-16), to the Crucifixion (Isaiah 53:8) and beyond. Throughout the Bible, God promises to rescue His people from those who threaten them (2 Samuel 7:10, 1 Chronicles 17:9, Psalm 9:9). It is God's will for us to rescue those who are victims of oppression and intimidation (Psalm 82:3) for they are of great concern to their Creator. (Exodus 22:21, 1 Samuel 10:18, Psalm 72:4, 14)
- **Compassionate care is God's heart for His people and an expression of the spiritual gifts of the Church.** While we were yet sinners, God showed mercy and compassion to us, and we should offer the same to others (Romans 5:7-9, John 8:1-11). Just as the Good Samaritan cared for the victim of robbers along the Jericho road, **God's people must care for those who are afflicted regardless of circumstances** (Luke 10: 23-37). **This includes shelter and compassion for the oppressed, including widows and orphans** (Psalm 10:17-18, Isaiah 58:6-12). *Those who are vulnerable to or survivors of all forms of abuse are more at risk to numerous dangers and it is our calling to protect and defend them.*

**Core Value 3: Our work is relational.**

- **It is God's desire for us to live in healthy relationship with Him and His Creation.** From the time of Creation in Genesis 1 and 2, God walked with Adam and Eve in a perfectly intimate relationship. Male and female had equal value and were equally created in His image. Sex, the most intimate act of the human experience, mirrors the intimate relationship God desires with His people. The Fall caused destruction in all types of relationships that were intended to be pure and good. Through the saving work of Christ on the cross, He has redeemed the brokenness experienced by humanity after the Fall. God delights in redeeming suffering and shame and bringing wholeness and healing within a person and between people. Those who commit acts of sexual and gender based violence single out a gender (usually women and girls) and abuse and destroy these relationships. We must seek to bring wholeness and healing to these broken relationships as God has intended.

**Core Value 4: Our understanding of poverty is wholistic.**

- **God's intention for His people did not include any form of poverty.** His desire is for His people to live in healthy, whole relationships. After the Fall, depravity entered the world causing suffering and destruction in every aspect of the human experience. All forms of abuse are a result of the Fall, and actively causes physical, psychological, and spiritual poverty. The causes of abuse are often complex and interlocking, thus our response should also be wholistic. Those vulnerable to or survivors of abuse suffer from a range of poverties caused by the hands of their offenders. Offenders themselves suffer from other forms of poverty.

**Core Value 5: Our approach is to examine all aspects of our lives and seek to align them to God.**

- **Oppression and abuse are inherent in our fallen nature.** Everyone has the potential to become an offender or a victim of abuse. Since the Fall, our nature is to tear down and destroy that which God has designed for good (Romans 3:13-16). We must be alert in guarding against this in our own lives. We must seek to bear the image of God to others, and maintain healthy relationships.
- **No one is without hope.** God is deeply moved by human suffering and will move to redeem and heal His people no matter what the cost. Both survivor and offender are loved by God and can be saved and renewed through His grace. Through belief in the Lord Jesus, survivors can receive comfort and compassion that only the Lord can provide and offenders can receive pardon for their sin (Psalm 103, John 3:16-17). By walking with survivors and offenders we can spread God's redemptive love and repair relationships and heal the broken-hearted.

## 2. *Protection Principles*

- ***International Standards*** - The FH Protection Policy is based on the principles of the UN Declaration on the Elimination of Violence Against Women, the Secretary General’s Bulletin on “special measures for protection from sexual exploitation and abuse”, and the UN Convention on the Rights of the Child. FH offices will adhere to local laws in countries we operate. It is consistent with the effective approach required across all agencies in implementing the Secretary-General’s Bulletin ST/SGB/2003/13, dated 9 October 2003, on “Special measures for protection from sexual exploitation and sexual abuse,” which specifically applies to all UN agencies and their implementing partners (FH is a partner to the UN). The standards and procedures are recommended as applicable to all organizations working in an emergency or development context.<sup>1</sup> It also provides some guidance for situations in which complaints are received by a partner agency, like FH, but the affiliation of the offender is unknown. FH explicitly prohibits and is morally opposed to sexual exploitation and abuse of all those who benefit from FH’s programs either indirectly or directly. FH agrees with the UN General Secretary’s Bulletin<sup>2</sup> that:
  - a) Sexual exploitation and sexual abuse violate universally recognized international legal norms and standards and have always been unacceptable behavior and prohibited conduct for Food for the Hungry staff, partners, representatives and volunteers.
  - b) In order to further protect the most vulnerable populations, especially women and children, the following specific standards are endorsed:
    - Sexual exploitation and sexual abuse constitute acts of serious misconduct and are therefore grounds for disciplinary measures, including summary dismissal.
    - Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief in the age of a child is not a defense.
    - Exchange of money, employment, goods or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behavior is prohibited. This includes any exchange of assistance that is due to beneficiaries of assistance.
    - Sexual relationships between FH staff and beneficiaries of assistance, since they are based on inherently unequal power dynamics, undermine the credibility and integrity of the work of FH and are expressly prohibited.

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<sup>1</sup> While anyone can be a victim of sexual abuse, because of their unequal status, the majority of victims are women and children, including boys as well as girls.

<sup>2</sup> UN Secretary- General’s Bulletin: Special measures for protection from sexual exploitation and sexual abuse, 9 October 2003



**Appendix 1: Resolution of the Board of Directors Regarding Sexual Exploitation and Abuse**



**Resolution of the Board of Directors of Food for the Hungry, Inc.**

**Regarding  
Sexual Exploitation and Abuse**

Be it resolved that the Board of Directors of Food for the Hungry, Inc. approves the following policy:

Food for the Hungry recognizes that sexual exploitation and abuse is inherently dehumanizing and harmful. While FH reaches out to all in need regardless of circumstances, including those who are most vulnerable, we oppose any forms of sexual exploitation and abuse. FH has a duty to care for and ensure that beneficiaries are treated with dignity and respect and to observe that certain minimum standards of behavior are followed. FH has adopted the Core Principles and Code of Conduct developed by the UN IASC task force and will implement, monitor and evaluate all SEA and Protection Policies both internally created and externally signed onto. Further, FH forbids the expenditure of funds from any source to promote, advocate or support any forms of sexual exploitation and abuse.

Approved by the Executive Committee of the Board of Directors on December 12<sup>th</sup>, 2011.

Acknowledged by:

Maurice L. Martin JR.  
Chief Operating Officer  
Food for the Hungry

12 DEC 2011  
Date

Ken Wathoms  
Board of Directors, Chair  
FH Association

December 12<sup>th</sup>, 2011  
Date

Larry Jones  
Board of Directors, Chair  
FH Inc.

December 12<sup>th</sup>, 2011  
Date

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**Appendix 2: Resolution of the Board of Directors Regarding Sex Trafficking and Prostitution**

MEETING PHYSICAL AND SPIRITUAL NEEDS WORLDWIDE

Resolution of the Board of Directors of Food for the Hungry, Inc.

Regarding  
Sex Trafficking and Prostitution Policy

Be it resolved that the Board of Directors of Food for the Hungry, Inc. approves the following policy:

Food for the Hungry recognizes that the practice of prostitution is inherently dehumanizing and harmful and can contribute to the practice of human trafficking. While Food for the Hungry reaches out to all in need regardless of circumstance, including those who are made vulnerable by prostitution, we oppose the practice of prostitution and human trafficking. Further, Food for the Hungry forbids the expenditure of funds from any source to promote, advocate, or support the legalization or practice of prostitution or human trafficking.

Approved by the Executive Committee of the Board of Directors on October 5, 2005.

Acknowledged by:



Benjamin K. Homan  
Board Member  
President, and Chief Executive Officer

10-05-05  
Date



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Benjamin K. Homan, President