



Perkumpulan Manusia Sulawesi

ANTHROPOCELEBES

WOMEN AND CHILDREN PROTECTION PROTOCOL

1. Introduction

Anthropocelebes is committed to creating a safe, inclusive, respectful, and supportive environment in all of its programs, research, documentation, advocacy, and community engagement activities. We do not tolerate any form of violence, abuse, exploitation, harassment, discrimination, or neglect against women and children.

As an organization working alongside Indigenous Peoples across Sulawesi, Anthropocelebes recognizes that women and children often face greater risks due to social, cultural, economic, and political inequalities. Therefore, the safety, dignity, and rights of every individual are fundamental to all of our work.

This policy applies to all board members, staff, volunteers, researchers, consultants, facilitators, interns, partners, participants, and anyone representing Anthropocelebes.

2. Purpose

This policy aims to:

- Protect women and children from all forms of violence, abuse, exploitation, discrimination, and harassment.
- Establish clear standards of conduct for everyone working with Anthropocelebes.
- Provide safe, accessible, and confidential reporting mechanisms.
- Ensure that all concerns are handled fairly, promptly, and with respect for those affected.
- Promote a culture of equality, respect, and accountability throughout the organization.

3. Guiding Principles

Anthropocelebes is guided by the following principles:

- Respect for human dignity.
- The best interests of the child.
- Gender equality.
- Non-discrimination.
- Zero tolerance for violence and abuse.
- Free, Prior and Informed Consent (FPIC).
- Confidentiality.
- Accountability.
- A survivor-centered approach.
- Respect for Indigenous customs and traditions, provided they do not conflict with internationally recognized human rights.

4. Definitions

Child

Any person under the age of 18.

Woman

Any individual who identifies as a woman and is recognized as such under applicable laws and human rights principles.

Violence

Any act causing physical, sexual, psychological, emotional, or economic harm.

Sexual Harassment

Any unwanted verbal, non-verbal, or physical conduct of a sexual nature.

Sexual Exploitation

Any actual or attempted abuse of a position of power, trust, or vulnerability for sexual purposes or personal benefit.

5. Scope

This policy applies to all Anthropocene activities, including:

- Training and workshops
- Community meetings
- Research and fieldwork
- Photography and video documentation
- Interviews
- Official travel
- Online meetings
- Social media activities
- Digital communication
- Collaboration with partners and communities

6. Standards of Conduct

Everyone representing Anthropocelebes must:

- Treat women and children with dignity and respect.
- Obtain informed consent before taking photographs, videos, or audio recordings.
- Clearly explain how documentation will be used.
- Use respectful and culturally appropriate language.
- Maintain professional boundaries at all times.
- Prioritize the safety and well-being of participants during every activity.

7. Prohibited Conduct

Anthropocelebes strictly prohibits:

- Physical violence.
- Sexual abuse or exploitation.
- Sexual harassment.
- Sexual jokes or inappropriate comments.
- Catcalling.
- Threats or intimidation.
- Bullying.
- Discrimination.
- Economic exploitation.
- Any sexual relationship with a person under 18 years of age.
- Giving gifts to children for personal reasons.
- Private communication with children unrelated to official activities.
- Requesting personal or inappropriate photographs.
- Sharing the identity of survivors without their consent.
- Misusing authority or position for sexual or personal gain.

8. Child Protection

When activities involve children:

- Appropriate supervision must always be provided.
- Consent from a parent or legal guardian must be obtained where required.
- Photographs and recordings may only be taken with appropriate permission.
- Children should not be interviewed about traumatic experiences without suitable support.
- Staff and volunteers should avoid being alone with a child unless necessary for safeguarding reasons.

9. Photography and Media

All photographs, videos, and other media must respect the dignity and privacy of participants.

Anthropoclebes will not publish images or personal information that could endanger, exploit, or identify child survivors or victims of violence without explicit permission.

Documentation must always respect Indigenous cultural values and community consent.

10. Reporting Concerns

Concerns may be reported by:

- Survivors
- Witnesses
- Parents or guardians
- Staff
- Volunteers
- Partners
- Community members

Reports may be submitted through:

- Official organizational email
- Online reporting form
- Designated safeguarding contact
- Direct communication with authorized personnel

Anonymous reports are accepted.

11. Responding to Reports

After receiving a report, Anthropoclebes will:

1. Record the concern.
2. Conduct an initial risk assessment.
3. Take immediate steps to protect anyone at risk.
4. Carry out a fair and confidential review.
5. Keep information confidential.
6. Make decisions based on available evidence.
7. Inform the reporting person or survivor, where appropriate, about the progress of the case.

12. Protection of Survivors

Anthropoclebes is committed to:

- Treating survivors with dignity and respect.
- Never blaming survivors.
- Protecting confidentiality.
- Providing information about available support services whenever possible.
- Creating a safe environment for continued participation in organizational activities.

13. Protection of Reporters

Anthropocelebes prohibits retaliation against anyone who reports concerns or participates in an investigation in good faith.

Any form of intimidation, harassment, or retaliation against reporters or witnesses may result in disciplinary action.

14. Disciplinary Measures

Violations of this policy may result in:

- Verbal or written warnings.
- Suspension from activities.
- Termination of employment, volunteer status, or partnership.
- Referral to relevant authorities where criminal conduct is suspected.

15. Organizational Responsibility

Anthropocelebes will:

- Promote awareness of this policy.
- Provide safeguarding guidance to staff and volunteers.
- Maintain safe and confidential reporting mechanisms.
- Review this policy periodically.
- Encourage all partners to uphold the same standards.

16. Partner Commitment

Anthropocelebes expects all partners, consultants, contractors, vendors, and collaborators to comply with this policy.

Failure to comply may result in the suspension or termination of collaboration.

17. Closing Statement

Protecting women and children is a shared responsibility.

Anthropocelebes believes that safeguarding the dignity, safety, and rights of every individual is essential to strengthening Indigenous communities, preserving cultural heritage, and building a more just, inclusive, and sustainable future for Sulawesi.