

Examples of foundations' publicly accessible external complaint mechanisms

This annex features examples of foundations' policies and procedures identified through a non-exhaustive search of foundation websites. They may not be the most appropriate ones for all foundations but provide insights into different approaches.

Bill and Melinda Gates Foundation, "How we work – Our commitment to grantees" / "EthicsPoint - Welcome to the Bill & Melinda Gates Foundation's Ethics Reporting Web site"

<https://www.gatesfoundation.org/How-We-Work/Resources/Our-Commitment-to-Grantees>

<https://secure.ethicspoint.com/domain/media/en/gui/7589/index.html>

Charles Stewart Mott, "Code of Ethics" and "Conflict of Interest Policies"

<https://www.mott.org/about/values/>

Comic Relief, "Reporting concerns about our organisation or operations":

<https://www.comicrelief.com/reporting-concerns-about-our-organisation-or-operations>

Ford Foundation Respect in the Workplace Policy, July 2018:

<https://www.fordfoundation.org/about/library/governance-documents/respect-in-the-workplace-policy/>

Ford Foundation announcement of new hotline for anonymous harassment and discrimination complaints, July 2018:

<https://www.fordfoundation.org/the-latest/news/a-new-hotline-for-anonymous-harassment-and-discrimination-complaints/>

Macarthur Foundation, Sexual and Other Unlawful Harassment,

<https://www.macfound.org/about/our-policies/sexual-and-other-unlawful-harass/>

Oak Foundation, website function to report fraud or abuse:

<http://www.oakfnd.org/report-a-fraud-or-abuse.html>

Open Society Foundations, Policies: Harassment and Anti-Discrimination

<https://www.opensocietyfoundations.org/about/policies/harassment-and-antidiscrimination>

Sigrid Rausing Trust, "Grantee Code of Conduct" including "Reporting of breaches"

<https://www.sigrid-rausing-trust.org/About-SRT/Grantee-Code-of-Conduct>

William and Flora Hewlett Foundation, "Policy against Sexual and Other Forms of Harassment"

<https://hewlett.org/wp-content/uploads/2016/10/Policy-Against-Sexual-and-Other-Forms-of-Harassment.pdf>

Selected external guidance

This annex features selected external information and guidance on how employers – and particularly foundations – should deal with sexual harassment.

UK Charities Commission, Safeguarding and protecting people for charities and trustees, last updated October 2018

<https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees>

“What to do to protect people who come into contact with your charity through its work from abuse or mistreatment of any kind.”

United Kingdom Department for International Development, Enhanced Due Diligence: Safeguarding for external partners,

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/748343/Smart-Guide-Enhanced-Due-Diligence-safeguarding3.pdf

“This guidance provides partners with details of the new standards and how they will be used in enhanced due diligence assessments (DDAs) to assess an organisation’s ability to protect from sexual exploitation and abuse and harassment, children, young people and vulnerable adults they work with as well as their own staff and volunteers.”

Association of Charitable Foundations, Safeguarding for foundations: Thinking through your approach, June 2018

https://www.acf.org.uk/downloads/publications/ACF_Safeguarding_June_2018_FINALv2.pdf

“Conducting robust due diligence assessments of applicants is a central part of the work of trusts and foundations. Safeguarding is a core part of this process. Regulators across the UK have asked charity trustees to review how they assess and address safeguarding risks. In response, this framework is designed to help foundations think about safeguarding as part of their overall approach to funding. Recognising that foundations are charities in their own right and have their own responsibilities to keep people safe, this framework also gives consideration to foundations’ internal practices. It poses a series of questions to prompt discussion within trusts and foundations aimed to help them decide what is appropriate and proportionate for their organisation.”

Gender and Development Network, Safeguarding and Beyond – Recommendations from the Gender and Development Network

<https://static1.squarespace.com/static/536c4ee8e4b0b60bc6ca7c74/t/5b02df478a922d27418ba1f9/1526914889870/Safeguarding+and+Beyond+recommendations+May+2018.pdf>

The UK Gender and Development Network offers a menu of recommendations on the way in which INGOs should respond to the recent revelations on sexual harassment, exploitation and abuse, based on the experiences and research of its members’ organisations on this topic.

Gender and Development Network, Guidance and resources on gender reviews, support to survivors of violence, sexual harassment and safeguarding

<http://gadnetwork.org/gadn-resources/2018/4/3/guidance-and-resources-on-gender-reviews-support-to-survivors-of-violence-sexual-harassment-and-safeguarding>

This resource includes references for several United Nations tools for drafting sexual harassment laws and policies as well as information on safeguarding policies and enforcement that include a women’s rights perspective, gender reviews to promote a cultural shift within organisations and Support for survivors of violence against women (both staff and non-staff).

Global HR Lawyers Ius Laboris, “How employers in European countries should deal with workplace sexual harassment”

<https://theword.iuslaboris.com/hrlaw/insights/how-employers-in-european-countries-should-deal-with-workplace-sexual-harassment/>

European Foundations Center Operations Professionals Network

https://www.efc.be/thematic_network/operations-professionals-network/

The Operations Professionals Network is a European-level peer-learning and support network of operations managers of international foundations. It provides a safe space for learning, exchange and discussion on key finance, IT, administration, operational, HR and capacity development issues foundations are facing. It focuses on (among other things) the dynamics between organisational culture, strategy and operations. OPN currently has 14 foundation members from 6 countries.

Antidiskriminierungsstelle des Bundes, „Was tun bei sexueller Belästigung am Arbeitsplatz?“ August 2018,

http://www.antidiskriminierungsstelle.de/SharedDocs/Downloads/DE/publikationen/Leitfaeden/Leitfaeden_Was_tun_bei_sexueller_Belaestigung.pdf?__blob=publicationFile&v=3

Gleiche Rechte - gegen Diskriminierung aufgrund des Geschlechts - Bericht der unabhängigen Expert_innenkommission der Antidiskriminierungsstelle des Bundes, 2015,

http://www.antidiskriminierungsstelle.de/SharedDocs/Downloads/DE/Literatur/Themenjahr_Geschlecht/Handlungsempfehlungen_Kommission_Geschlecht.pdf?__blob=publicationFile&v=1

Chapter on “Sexual harassment in gainful employment and education”, including definition, organisational measures

Think pieces

Nicolette Naylor, “The only black woman at the social justice philanthropy dinner party: Navigating patriarchy, power and racism within social justice spaces”, Sur International Journal on Human Rights – The Sur File on Race and Human Rights, December 2018

<https://sur.conectas.org/en/the-only-black-woman-at-the-social-justice-philanthropy-dinner-party/>.

“This article explores how some social justice organisations and leaders are beginning to navigate inequality within their own corridors of philanthropic power as well as in their interactions with civil society.”