

Nossal Institute for Global Health Safeguarding Framework



Nossal Institute for Global Health (Nossal Institute) considers the integrity and value of the individual to be paramount and as such we are strongly committed to the safety and protection of all people, including children, young people, and at-risk adults.

Policy and Reporting

The [Safeguarding Policy](#) outlines Nossal Institute's ethical standards, responsibilities, procedures, and practices required by all employees, partners, consultants, volunteers, interns, and associates. The Policy is reviewed at a minimum every 3 years.

The Policy articulates the process for reporting and responding to reports for child and at-risk adult safety concerns and/or incidents. Any person, whether they are a member of the Nossal Institute community or not, can report a current or past child or at-risk adult safety concern that is related to Nossal Institute community members and/or activities. All members of the Nossal Institute community are required to immediately report suspected or actual child or at-risk adult safety incidents, Policy breaches, or Code of Conduct breaches.

Recruitment

Nossal Institute's commitment to safeguarding children, young people, and at-risk adults is communicated on the [website](#) and in all position descriptions. All personnel are required to provide a current criminal record check (or equivalent), working with children's check, identity documents, and disclose any charges of child exploitation or abuse offences. Interviews and referee checks including safeguarding questions are conducted.

Training and Support

The Safeguarding Code of Conduct identifies clear expectations of acceptable and unacceptable behaviour towards, with, and in the presence of children, young people, and at-risk adults. All Nossal Institute staff and students are required to sign the declaration that they agree to abide by the Safeguarding Policy and Code of Conduct as part of their induction.

All staff and Board members are required to complete safeguarding training and refresher safeguarding training every three years. Ongoing support is also available to Nossal Institute personnel via the Safeguarding Focal Points, who can discuss non-reportable safeguarding queries and support personnel in assessing safeguarding implications within their roles and programs.

Partners

Partner organisations are required by Nossal Institute to have embedded safeguarding policies and processes, reporting mechanisms, and training that meet the standards outlined in Nossal Institute's Safeguarding Policy. Where required, Nossal Institute will work with partners to build capacity around sexual misconduct prevention and response requirements and processes.

Risk management

Nossal Institute is committed to monitoring and reviewing risks regularly, including any systemic issues which may be contributing to or hindering the organisation from being safe for children, young people, and at-risk adults. Nossal Institute will consult with in-country partners regarding reporting procedures, legal frameworks, and risk management for child and at-risk adult safety specific to each country and local context.

Related policy documents

- [University of Melbourne \(UOM\) Child Safety Policy MPF1337](#)
- [UOM Sexual Misconduct Prevention and Response Policy MPF1359](#)

- [UOM Whistleblower Protection Policy MPF1346](#)