

Actions des Communautés Unies  
pour le Développement Intégral,

« A.C.U.D.I »

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## 1. Declaration of our experience



### NATIONAL FORUM FOR PEACE IN EASTERN DRC, JUNE 13, 2019; IN KINSHASA.

As part of the advocacy project for peace and social cohesion in Eastern DRC with the inclusion of women and other marginalized groups. Project funded by USAID through the MSI - IRC - INTERNATIONAL ALERT consortium.

- USAID: ACUDI, D-U-N-S Number is 561224230, The NCAGE/SAM code **SKLG2**.
- UNION EUROPEENNE: Numéro d'identification EuropeAid: CD-2021-ALV-2506234878

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### 1.1. ACUDI's Legal Status

ACTIONS DES COMMUNAUTES UNIES POUR LE DEVELOPPEMENT INTEGRAL, "ACUDI" in acronym, is a non-profit organization under Congolese law, legally established in DR Congo. It is a civil society organization. It was given legal personality by Ministerial Order n°078/CAB/ME/MIN/J and GS/2022 of June 22, 2022 and F92 n°JUST/SG/20/684/2010 of 10/06/2010 at national level. In North Kivu province, it is registered under Provincial Order n°01/139/CAB/GP-NK/2009 of December 31, 2009 ; the certificate of registration n°0110/DPP/NK/009 of April 24, 2009 issued by The Provincial Planning Department/Nord-Kivu ; the certificate of registration n°08/DIVAS/N-K/AS/012/2009 of April 16, 2009 issued by the Provincial Department of social affairs, the certificate of registration n°017/JUST. R.C.- DH/DP-NK/2005 of December 31, 2005 issued by the Provincial department of justice and keeper of the seals ; etc.

### 1.2. ACUDI's Vision

ACUDI works for a world where love, justice, peace, freedom and solidarity flourish; where the dignity of the human being is respected; where people are no longer excluded or left behind and where all can flourish, where there is no longer discrimination, violence, intolerance or dehumanizing poverty; where the goods of the earth are shared, where everyone sees the necessities of life satisfied; where the whole of creation is safeguarded; and where the voices of the excluded are heard in the construction of a just and fraternal society.

A better world where life is good for all human beings and animals. A society where there is peace, equal opportunity for all, and where local communities live in perfect harmony. Women, children and marginalized groups live in a world of social justice, equality and respect for human rights. A humanity without hunger: "City to village, urban exodus".

We imagine a world where everyone has easy access to the basic social services they need to survive and thrive. A humanity where social norms and cultural practices contribute to the well-being of all social strata and local communities.

A humanity where mothers from opposing communities once again rub shoulders at the maternity hospital and at the river, without hatred or rancor. And children from the protagonist communities once again rub shoulders at school like brothers, play soccer together without indexing one against the other, and dance together to the tom-tom in the evening under the benevolent moon. In short, a society where children and young people have access to quality education, whatever the context and circumstances.

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- 1.3. **ACUDI's Mission :** Helping people whose lives and livelihoods have been shattered by conflict, disaster, pandemic and other grave situations, to survive, recover and regain control of their future. And raising humanity's collective awareness on challenges regarding the promotion of socio-economic, political and security well-being, and of the internal (local) and external opportunities to address these challenges in an inclusive and sustainable way.
- 1.4. **ACUDI's Goal:** Positively transform lives, give dignity and offer opportunities for the creation of resources for the socio-economic and security well-being of humanity.

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**1.5. Our programmatic experience has been proven by various donors and partners in several technical areas in the Democratic Republic of Congo. Overview of ACUDI's programmatic experience**

**Overview of ACUDI's programmatic experiences**

N°	Project Title	Area of operation	Implementation period	Field of activity	Objectives	Targets/ direct beneficiaries	Funders
1	“EDUCATION EST LA REPONSE DE USAID” meaning “Education is the response of USAID”	Territory of MASISI and City of Goma/Nord-Kivu	October 2021 to May 2025	Education	<p><b>Goal :</b> Contribute to promoting access to education and improving the quality of gender-sensitive basic education in the DRC.</p> <p><b>Objectives</b></p> <p>Objective 1: Increase access to appropriate educational services for all children in the Bulengo and Lushagala IDP sites in Goma city and in the Mweso health zone in Masisi territory.</p> <p>Objective 2: Improve the provision of quality, gender-sensitive and crisis-sensitive basic education in schools targeted by the project in IDP sites in Goma city and in the Mweso Health Zone.</p> <p>Objective 3: Improve protection and GBV and strengthen leadership support for adolescents aged 10 to 17 enrolled in our learnig spaces</p>	The main beneficiaries of the project are children and young people, and all those who help them gain access to quality educational services.	USAID through the consortium FHI360-IRC/RESCUE-VIAMO

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2	La frontière, notre gagne-pain: "Mupaka Shamba Letu" meaning "the border, our livelihood"	RDC-Rwanda	July 2024 – Décembre 2027	Regional peace and security in the great lakes region	<p><b>Goal :</b> Contributing to the reinforcement of peace and stability in the greates lakes region.</p> <p><b>2.2. Objective :</b> Contributing to the reinforcement of social cohesion and addressing root causes of conflicts and promoting peace and security in the region by addressing economic causes of conflicts such as economic inequalities as well as poverty and seeking to increase opportunities for vulnerable groups to gain secure and consistent access to resources and income.</p>	<i>Cross-border small businesswomen (FPCTs) and their spouses; Young entrepreneurs and traders, Managers of small and medium-sized enterprises, Border officials and provincial and national authorities</i>	ASDI/Swedish agency of International development et la Swiss Agency for Development and Cooperation, through International Alert
3	Promoting women's leadership in local and security governance in the chiefdom of	North-Kivu Provincial	April 2023 – April 2024	Peace and protection	<p><b>Goal:</b> Contribute to promoting women leadership in local and security governance in the chiefdom of Bashali, by 12 months</p> <p><b>Objective 1:</b> Support improved delivery of defense and security services for girls and women, and the retention and promotion of women in the security sector, by 12 months.</p>	The direct beneficiaries are women, traditional authorities and law enforcement and security	UNWOMEN

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	Bashali, North Kivu Province"				<b>Objective 2</b> : Strengthen community mechanisms for strengthening social cohesion involving women, and gender-sensitive strategic and operational documents of the Bashali chiefdom, by 12 months.	officials.	
4	Solutions for peace and recovery (SPR)	Territory of MASISI and city of GOMA	October 2017 to July 2021	Peace and community recovery	<p><b>Goal:</b> contribute to strengthening the foundations of sustainable peace and prevent or avoid the recurrence of conflict, through the inclusion of women and other marginalized groups.</p> <p><b>Objective 1:</b> Conduct participatory conflict research and analysis, and identify participatory community solutions.</p> <p><b>Objective 2</b> : Implement participatory solutions with the inclusion of women and other marginalized groups</p> <p><b>Objective 3:</b> Resources for community development are allocated in a more inclusive manner and overall social cohesion is improved.</p>	Direct beneficiaries include members of community peace structures, local authorities, community leaders, women, youth and other marginalized groups.	USAID through Management System International-IRC/RESCE-International Alert
5	Advocacy for the	Provinces of North-Kivu,	2019 - 2020	Peace and community	<b>Goal: Contribute to the consolidation of peace and social cohesion in Eastern DRC,</b>	Generally speaking, the	USAID through

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	consolidation of peace and social cohesion in Eastern DRC	Sud-Kivu, ITURI and the city of KINSHASA		recovery	<p><b>Objective1</b> : lead the authorities to take adequate measures to ensure the security and protection of the population and their property in Eastern DRC, and reduce violence, including police and electoral violence, by June 2019.</p> <p><b>Objective 2</b> : identify, mobilize and build the capacities of women leaders and get them to commit and work to strengthen peace and gradually increase women's participation in decision-making bodies at all levels of public management, by June 2019.</p> <p><b>Objective 3</b> : influence decision-makers at all levels of governance to effectively apply legal instruments relating to the promotion and protection of human rights, in particular for women and other marginalized groups, by June 2019.</p>	overall population of North and South Kivu provinces will benefit from this project. Specifically, however, the project focuses on women, young people and other marginalized groups, local authorities and community leaders.	Management System International- IRC/RESCU E- International Alert
6	<b>SOTE PAMOJA KWA AMA NI</b> meaning "Together"	Territory of MASISI	2015 to 2016	Peace and reconciliation	<b>Goal:</b> Contribute to the consolidation of peace and the strengthening of social cohesion in MASISI territory, by 12 months	Members of community peace structures and local authorities were the direct beneficiaries.	EUROPEAN UNION through INTERNATIONAL

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	for peace”				<p><b>Objective 1:</b> Strengthen the capacities of members of community peace structures and local authorities in MASISI territory in the prevention and peaceful management of conflicts, by 12 months</p> <p><b>Objective 2 :</b> Lobbying and advocacy for peace and social cohesion in MASISI territory, by 12 months</p>		ALERT,
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7	<b>ARED Project II.</b> : Support for the Consolidation of Peace through the Reinsertion and Socio-Economic Reintegration of Children released from Armed Forces and Armed Groups in North Kivu Province	Territories of MASISI and WALIKALE	January to December 2009	Peace and community recovery	<p><b>Goal:</b> Contribute to the consolidation of peace in the Province of North Kivu, by 12 months</p> <p><b>Objective :</b> Reinsert and reintegrate into socio-economic life children released from armed forces and groups in the Province of North Kivu, by 12 months.</p>	Children released from armed forces and groups, have been the direct beneficiaries	WORLD BANK via the education and support team for the traumatized of NYIRAGO NGO.
8	Support for the promotion of youth entrepreneurship in North Kivu Province	North-Kivu province	2005 to present	Entrepreneurship	<p><b>Goal:</b> Participate in the promotion of youth entrepreneurship in North Kivu Province, by eight years.</p> <p><b>Objective 1:</b> Train unemployed young people in trades</p>	Unemployed young people (boys and girls)	Self-financing (ACUDI own funds) with the participati

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					<p><b>Objective 2:</b> Strengthen young people's skills in conflict prevention and peaceful conflict management, by eight years.</p> <p><b>Objective 3:</b> Facilitate sustainable connections between young entrepreneurs and the private-public sector for financing and sustainable employment opportunities, by eight years.</p>		on of PMU interlife
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**1.6. Our proven experience in participatory action research, participatory analysis, advocacy and communication, for the empowerment of women, on peace issues and for the socio-economic and security well-being of local communities:**

ACUDI's interventions are often based on the results of participatory action research or participatory analysis. The results of participatory research and analysis lead to the development of certain activities, such as community dialogues, conferences on peace and social cohesion, lobbying and advocacy missions, and other activities with a rapid and visible impact.

**The main research and advocacy projects successfully completed by ACUDI are as follows :**

- **March to June 2019 as part of the project entitled: “Advocacy for peace and social cohesion in Eastern DRC, with the inclusion of women and marginalized groups” funded by USAID through Management System International (MSI), we conducted participatory research and analysis on the root causes of conflict and marginalization of women in the Provinces of North and South Kivu. This participatory research and analysis led to the following actions:**
  - ✓ Community dialogue on specific community peace issues and on the specific needs of young people and women in North and South Kivu Province
  - ✓ Provincial Conference in Goma and Bukavu, on peace and social cohesion with the inclusion of women and other marginalized groups in the Province of North and South Kivu
  - ✓ National Conference in Kinshasa, on peace and social cohesion with the inclusion of women and other marginalized groups in Eastern DRC
  - ✓ Lobbying and advocacy with national and provincial authorities (President of the Republic, President of the National Assembly, Chamber of Deputies for North and South Kivu, Provincial Governors) and diplomatic missions in the DRC, to encourage them to become more involved in peace issues and the specific needs of young people and women in Eastern DRC.
  - ✓ Advocacy with local authorities in the MASISI territory and the city of Goma, to improve the governance of drinking water supplies.
  - ✓ Grassroots feedback meetings on the results of the advocacy missions and monitoring of the implementation of the various resolutions taken by the authorities.

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- **February to December 2023, within the framework of the project: “Promotion of women's leadership in local governance and security in the Bashali chiefdom”, funded by ONUFEMMES; we conducted participatory research and analysis on the inclusion and participation of women in peace processes and the promotion of women in the security sector. The results of this research led to the realization of the following activities:**
  - ✓ Lobbying and advocacy with the Chief of the Bashali Chiefdom and the heads of law enforcement and security services to overcome the challenges linked to the low inclusion and participation of women in peace processes and the promotion of women in the security sectors, by adopting measures or mechanisms favoring positive discrimination in favor of women in all peace-seeking actions and in appointments within the security sectors;
  - ✓ Community dialogue between women leaders, local authorities and other community leaders on the challenges of including women in peace processes and in the security sectors in the Bashali chiefdom;
  - ✓ Popularization of the Women, Peace and Security Agenda at grassroots level through training workshops and awareness-raising sessions.



**Implementation of a security policy for the Bashali chiefdom in MASISI territory**



**Integration of gender aspects into the local development plan of Bashali/MASISI**

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- **From 2021 to 2023, as part of the “Education is USAID's answer” project, funded by USAID through FHI360, we have just successfully completed eight major participatory research and analysis projects: :**

- ✓ Participatory analyses on the challenges of access to educational services for all children affected by conflict, on the challenges of their protection and on the quality of education in North Kivu Province
- ✓ Base line study/TEST ASER base line on the literacy and numeracy skills of children affected by conflict. At the start of each cohort of conflict-affected elementary school children, who are supported by tutoring groups to improve their reading, writing and arithmetic skills, a baseline ASER TEST is organized to understand the children's basic reading, writing and arithmetic situation. So, every year, during this period of three years, we've organized two ASER base line TESTs
- ✓ TEST ASER end line on the literacy and numeracy skills of children affected by conflict. At the end of each cohort of conflict-affected children in elementary school, who are supported by tutoring groups to improve their reading, writing and arithmetic skills, an ASER end-line TEST is organized to determine the project's contribution to the baseline situation, as revealed by the ASER baseline TEST. So, every year, during this period of three years, we organize two TEST ASER end line;
- ✓ Rapid assessment of the security and humanitarian situation of families displaced by the March 23 Movement war. In the city of Goma (Bulengo and Lushagala IDP sites) and in Masisi territory.

Based on the results of this rapid assessment, we carried out advocacy missions with the Governor of North Kivu Province, non-governmental organizations and agencies of the United Nations system, calling for urgent assistance. Thanks to this advocacy action, more than 8,000 war-displaced children have access to education at the Bulengo and Lwashi elementary school and at the Lac Vert primary school, where 21 schools from the MASISI territory operate; the Bulengo elementary school has been equipped with 18 new classrooms for war-displaced children. And more than 36,000 families (180,000 people) benefit from humanitarian aid in various areas of life;

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**Supervision of child victims of conflict in tutoring activities, Children's Friends Clubs, Community Reading Clubs and Glow/LEG Clubs, in the Bulengo IDP Site. This is the project « Education is the response of USAID », funded by USAID through the FHI360-IRC-VIAMO consortium.**

- **From 2017 to 2021, as part of the project: “Solution pour la paix et relèvement” funded by USAID through the consortium MSI - International Alert - RESCUE; we conducted research and participatory analysis on the drivers of conflict in MASISI territory. The results of this research led us to :**
  - ✓ Community dialogues on conflicts relating to land and power in MASISI territory
  - ✓ Setting up community peace structures (CLPD, Peace cores, Youth and women's peace clubs, mentorship Clubs)
  - ✓ Elaboration of the Local Peace and Development Plan for the BIIRI grouping
  - ✓ Lobbying and advocacy with North Kivu provincial authorities and donors to support and accompany implementation of the BASHALI chiefdom's local peace and development plan;

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- ✓ Advocacy with primary and secondary education authorities, and with the Chief Medical Officer of the MASISI health zone for the mechanization of newly recruited teachers and nurses.
- ✓ Advocacy with the Chief of BIIRI grouping, to provide the entire population with drinking water in order to prevent conflicts linked to inequality in access to basic social services;



**Advocacy with the African Union and the UN (representation in Kinshasa) for peace and the inclusion of women and other marginalized groups in local governance and security in the DRC. Photo with the joint AU-UN delegation led by Mme Catherine Samba Panza**



**Advocacy with Members of Parliament from North and South Kivu for peace and the inclusion of women and other marginalized groups in local governance and security in eastern DRC. In Kinshasa, June 2019**

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- **From March to December 2022, as part of the project: Cross-border trade for peace and community resilience in the African Great Lakes Region; we carried out two lobbying and advocacy missions with the competent authorities of the Congolese State services working at the border and with the SILOE Savings and Credit Cooperative.**
  - ✓ Advocacy with government agencies operating at the border (DGDA, Provincial Division of Foreign Trade) aimed to improve the business climate for women small cross-border traders and disseminate the legal instruments governing cross-border trade in order to reduce administrative and police harassment and combat tax evasion;
  - ✓ Advocacy with the Savings and Credit Cooperative aimed to enable women small cross-border traders to have access to financial credit to strengthen their businesses and benefit from financial education to improve their purchasing power;
- **From 2015 to 2016, as part of the project: “SOTE PAMOJA KWA AMANI” under funding from the European Union through International Alert; ACUDI conducted participatory research and analysis on human rights violations in the areas of the MASISI and WALIKALE territories under occupation by armed groups. At the end of this research, the following activities were completed with satisfaction:**
  - ✓ Advocacy with the leaders of various armed groups to encourage them to embrace peace and stop using children as child soldiers or in mining operations.
  - ✓ Raising awareness among members of various armed groups about national and international human rights instruments, so that they are aware of the dangers they face by committing human rights violations;
  - ✓ Establishment and support of community peace structures (CLPD, Peace Nodes) as approaches to preventing and peacefully resolving conflicts at the grassroots level;
  - ✓ Training of local authorities and community leaders on financial procedures and on the prevention and peaceful management of conflicts.

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### **1.7. Our practical knowledge of implementing gender and conflict sensitivity approaches over eighteen years of experience:**

Gender and conflict sensitivity are cross-cutting approaches in all ACUDI interventions. We take these two approaches into account in all stages of project management (design, development, and implementation), including staff recruitment, the selection of beneficiaries for all activities, and the procurement process for goods and services.

- ACUDI's statutory bodies adhere to a gender-sensitive approach: out of a total of 21 full members, 11 are women. Women hold the majority of ACUDI's highest-ranking positions, such as the Chair of the Board of Directors, the Oversight Committee, the Program Directorate, and the Finance Directorate
- ACUDI also adheres to a conflict-sensitive/ do no harm approach. Its staff is multi-ethnic. To achieve this, we recruit staff locally for every project. When selecting participants for the various activities undertaken, ACUDI ensures that all ethnic communities participate. It also ensures that these activities do not fuel conflict.

To ensure that these two approaches are taken into account in all interventions, ACUDI has implemented a policy promoting gender and conflict sensitivity in its financial and human resources management manual. Thus, the recruitment policy for project staff promotes the active participation of women and all local communities. We apply positive discrimination in favor of women in the recruitment process, to give more chances to female applications. That is to say, when faced with two candidates of different sexes (male and female) who have the same rating, we give preference to the woman.

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### 1.8. Our demonstrated commitment and experience working collaboratively with other civil society organizations and government technical services

ACUDI works collaboratively with several civil society organizations and specialized government services. It is also an active member of several civil society platforms.

#### Current synergies and/or platforms where ACUDI is an active member and collaborates with for greater impact and performance

N°	Name of platforms/synergies of civil society organizations	Number of member organizations	Area of intervention	Field of activity	ACUDI's responsibility within platforms/synergy
1	Cadre de suivi des engagements issus des différentes actions de plaidoyer du Réseau territorial de plaidoyer de Beni. Et ce, dans le cadre du projet TUJENGE sous la gestion de Mercy corps avec le financement de USAID	15 member organizations	North-Kivu Province	<ul style="list-style-type: none"> <li>- Peace</li> <li>- Water, Sanitation and hygiene</li> <li>- Education</li> </ul>	Expert in peacebuilding and access to basic social services
2	Coordination Provinciale des Forces vives	More than eight hundred member organizations	North-Kivu Province	All sectors of life	Full member
3	Cadre Provincial de Plaidoyer pour la paix et la Cohésion sociale du Nord-Kivu	21 member organizations	The entire North Kivu Province	Peace	Deputy Moderator of the CPP-NK
4	Cadre Provincial de Plaidoyer pour la paix et la Cohésion sociale du Sud-Kivu	50 member organizations	The entire South Kivu Province	Peace	Full member
5	Dynamique des Organisations pour le bien-être social, « DOBS »	411 member organization	Provinces of North-Kivu, South Kivu, ITURI and Kinshasa	All sectors of human life	National Moderator

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6	Réseau Congolais des Artisans de Paix, « RECAP »	280 member organizations	North and South Kivu provinces	Peace and social cohesion	Focal point for the city of Goma
7	Forum des Organisations Nationales Humanitaires et de Développement, « FONHAD » en sigle	Around 600 member organizations	The entire extent of the DRC	All sectors of human life	Full member
8	Plateforme SAUVONS LE MONDE,	13 member organizations	North-Kivu	Agro-pastoral	National Focal Point

In addition to these platforms/synergies of civil society organizations; ACUDI works in collaboration with the sectoral services of the Congolese State, community structures, religious denominations, Non-Profit Associations, financial institutions and personalities for greater impact and sustainability of the achievements of the various interventions within its scope of action. ACUDI is also a partner of the Congolese Government through the **DISARMAMENT, DEMOBILIZATION, COMMUNITY RECOVERY AND STABILIZATION PROGRAM "PDDRCS"**

For interventions at the GOMA-RUBAVU border, ACUDI works in partnership with the following organizations:

- Plate forme des Associations et Coopératives des Petits Commerçants Transfrontaliers (P-ACT asbl)
- Association Congolaise de Commissionnaires Agréées en Douane (ACCAD)
- Coopérative d'Epargne et de Crédits pour le sauvegarde des Initiatives Locales Entrepreneariales (COOPEC SILOE)
- Plate forme SAUVONS LE MONDE et Réseau Congolais des Artisans de Paix (RECAP)
- Radio Communautaire Alpha et Omega (RAO FM)
- Division provinciale du Commerce Extérieur/Nord-Kivu
- Direction Provinciale de Douane et Accise/Nord-Kivu
- Marche Mondiale de Femmes, qui est une plate forme de organisations féminines

### **1.9. Our good policies, practices and excellent technical, financial, logistical and human resources management capabilities :**

Technical, financial, logistical and human resources management comply with the requirements set out in ACUDI's management manual. It also complies with the financial and administrative procedures of various donors, including USAID, EUROPEAN UNION, International Alert, ONUFEMMES, MSI, HOPE IN ACTION, MERCY CORPS, FHI360, etc.

ACUDI has a comprehensive procurement and staff recruitment policy, which it follows in order to be gender- and conflict-sensitive, and to avoid conflicts of interest.

In addition to capacity-building sessions for its staff in various sectors of life to enhance project implementation performance, ACUDI also calls on the Institut National de Préparation Professionnelle (INPP) and other partners to provide training on topics requiring external expertise.

### **1.10. Our best practices on various policies at ACUDI**

ACUDI has a variety of good policies, including:

- Safety policy
- Accountability manual
- Environmental management policy
- Program management policy
- Anti-fraud policy,
- Anti-corruption policy,
- Conflict of interest and power policy;
- Child and vulnerable adult protection policies,
- Anti-terrorism and whitewashing policy
- Conflict sensitivity policy
- Indirect and shared costs policy
- Policy against sexual exploitation
- Gender and inclusion policy, etc.

ACUDI ensures strict compliance with these policies by both employees and partners.

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### **1.11. The efforts made by the ACUDI organization to apply the safeguard policy and non-discrimination criteria when recruiting staff or to have a multi-ethnic and gender-balanced staff.**

ACUDI has a Safeguarding Policy, to protect people, including children and vulnerable adults, from harm resulting from contact with our staff, or our projects. We ensure that children are not exposed to risks of harm and abuse, and that any concerns about children's safety are reported to the appropriate authorities.

We believe that everyone with whom we come into contact, regardless of sex, age, gender identity, disability, ethnic origin or religion; has the right to be protected from all forms of harm, abuse, neglect and exploitation.

ACUDI is committed to providing a safe and healthy working environment. We have a zero-tolerance approach and will not tolerate harassment, sexual exploitation or any other type of exploitation or abuse in any form by staff. We will enforce our disciplinary policy in the event of any breach of this policy.

We ensure that accountability is maintained through reporting and complaint mechanisms for any misconduct. We follow up all reported cases of misconduct using ACUDI procedures and involving the appropriate statutory regulatory authorities.

We ensure that concerns are heard and acted upon through our whistleblowing policy, and actively encourage the reporting of safeguarding issues.

We practice prevention as follows :

- Ensure that all staff have access to this policy, are aware of it, and understand their responsibilities under it
- Implement rigorous safeguarding procedures when recruiting, managing and deploying staff
- Ensure that staff receive safeguarding training at a level appropriate to their role within the organization
- Follow up reports of safeguarding concerns promptly and in accordance with the processes defined in the appropriate procedures described in the associated policies.

Any ACUDI employee or consultant shall not :

- Engage in sexual activity with someone under the age of 18
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- Sexually abuse or exploit children and vulnerable adults
- Subject a child or vulnerable adult to physical, emotional or psychological abuse, or neglect
- Engage in any commercially exploitative activity with children or vulnerable adults, including child labor or trafficking in children or vulnerable adults.
- Undertake any activity with a child or with a vulnerable adult, including but not limited to conversations, interviews, photos or videos, audio recordings or requests for action on their part, without ensuring their safety and well-being during and after the engagement, without guaranteeing the ethics of the photos, videos or audio recordings, and without obtaining the express, fully informed, written or recorded consent of a parent or adult guardian or person in charge of the child
- Exchange money, employment, goods or services for sexual activity
- Engage in sexual relationships with aid recipients, as they are based on inherently unequal power dynamics.

To this end, ACUDI personnel are required to :

- Contribute to the creation and maintenance of an environment that prevents protection violations and promotes the implementation of this Protection Policy
- Report any concerns or suspicions of protection violations by GNDR staff or associated personnel.

#### **1.12. Basic principles :**

- Let's dare to take a little of our time to be of service to the weak and needy, the 3rd age (the elderly people), etc
- Let's dare to make our environment healthy, and therefore conducive to the well-being of all
- Dare to express our love for animals, both domestic and wild, and thus have their right to life recognized;
- Dare to offer a smile or a warm hand to those who have lost all hope in life, and thus communicate life to them;

#### **1.13. ACUDI values and principles:** Activities will be guided by the following values and principles :

- More democracy, accountability, responsibility and more effective regional cooperation beneficial to all member states ; less poverty, conflict, violence, food insecurity and gender-based discrimination.
  - Respect for life ;
  - Respect for dignity
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- Tolerance;
- Respect for ethical, moral and democratic values ;
- Recognition and acceptance of a pluralistic society ;
- Gender equality and equity
- Socio-cultural diversity,
- The people's emanation state ;
- Protection of ethnic minorities,
- Gender and conflict sensitivity;
- Inclusion of women and marginalized groups in decision-making bodies ;
- Transparency
- Participatory and democratic governance;
- Solidarity;
- Peaceful cohabitation and peaceful conflict resolution

#### **1.14. ACUDI's humanitarian approaches**

- Neutrality
- Impartiality
- Independence
- Transfer of power
- Transformational leadership of women and youth (girls and boys)
- Resilience
- Sustainability
- Accountability

Goma, Mars 16, 2025

For ACUDI

**C.T. Jacques MUHINDO**

National Coordinator

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