



COVID-19 POLICY

At ISOMA Children, the health and well-being of our staff, volunteers, partners, and the communities we serve are of utmost importance. In light of the ongoing COVID-19 pandemic, we have implemented the following policies and measures to prevent the spread of the virus and ensure a safe working environment for everyone involved.

1. Health and Safety Guidelines:
 - a. Regular hand-washing with soap and water for at least 20 seconds is mandatory for all staff, volunteers, and visitors. Hand sanitisers with a minimum of 60% alcohol content are also available throughout our premises.
 - b. Proper respiratory etiquette, including covering the mouth and nose with a tissue or elbow when coughing or sneezing, is required.
 - c. Avoid touching the face, especially the eyes, nose, and mouth, with unwashed hands.
 - d. Cleaning and disinfecting protocols are in place for shared spaces, equipment, and frequently touched surfaces.
 - e. All staff and volunteers are required to wear face masks or appropriate face coverings in communal areas and whenever interacting with others.
2. Physical Distancing:
 - a. Avoid crowded spaces, gatherings, and close contact with anyone displaying symptoms of illness.
 - b. Meetings and events should be conducted virtually whenever possible to minimise in-person interactions.
3. Reporting:
 - a. Any individual experiencing symptoms such as fever, cough, difficulty breathing, or loss of taste/smell must report it immediately and follow appropriate isolation and testing procedures.
4. Training and Education:
 - a. All staff and volunteers will receive comprehensive training and education on COVID-19 prevention, including the importance of following protocols and guidelines.
 - b. Regular communication channels will be established to provide updates, share resources, and address any concerns related to COVID-19.
5. Compliance and Monitoring:
 - a. All staff and volunteers are expected to comply with this policy and actively participate in creating a safe environment.
 - b. Regular monitoring and evaluation will be conducted to assess the effectiveness of the policy and make necessary adjustments.

ISOMA Children is committed to maintaining a safe and healthy environment during the COVID-19 pandemic. By adhering to these policies and guidelines, we can collectively reduce the risk of transmission and protect the well-being of our staff, volunteers, partners, and the communities we serve. This policy will be regularly reviewed and updated as required to align with the latest recommendations from local health authorities and government regulations.

For any questions, concerns, or suggestions regarding this policy, please contact a member of our team: hello@isomachildren.org

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Alejandra Alonso

Chief Executive Officer, ISOMA Children



EQUAL OPPORTUNITIES POLICY

ISOMA Children strictly complies with all national regulations and requirements in Tanzania, including those related to equal opportunities and disability policies. We are committed to creating an inclusive and diverse environment that upholds the principles of equality and non-discrimination.

Our organisation recognises and values the unique contributions and perspectives of individuals from all backgrounds, irrespective of their race, ethnicity, gender, age, religion, disability, or any other protected characteristic. We strive to ensure equal opportunities for all volunteers, employees, and program beneficiaries.

To uphold our commitment to equal opportunities, we have implemented policies and practices that promote fairness, inclusivity, and accessibility. This includes providing reasonable accommodations to individuals with disabilities, ensuring that they have equal access to our programs, services, and facilities.

We actively work towards eliminating any barriers or prejudices that may prevent equal participation and advancement. Our recruitment and selection processes are based on merit, skills, and qualifications, without any bias or discrimination. We provide training and education to our staff and volunteers on diversity, inclusion, and the importance of respecting and embracing differences.

In the event that a volunteer requires accommodations or support due to a disability, we encourage open communication and will make every effort to provide the necessary assistance to ensure their full and meaningful participation in our activities.

We remain committed to continuous improvement in our equal opportunities and disability policies, regularly reviewing and updating them as needed to align with national laws and best practices. We value feedback from our volunteers, employees, and stakeholders, and welcome any suggestions or concerns related to promoting equality and inclusivity.

By adhering to our equal opportunities and disability policies, ISOMA Children aims to create an environment where everyone feels valued, respected, and empowered to contribute their best. Together, we can build a more inclusive society where diversity is celebrated and all individuals have equal opportunities to thrive.

Alejandra Alonso

Chief Executive Officer, ISOMA Children

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HEALTH & SAFETY POLICY

ISOMA Children strictly complies with all national regulations and requirements in Tanzania, including those pertaining to health and safety policies. We prioritise the well-being and safety of our volunteers throughout their engagement with our organisation.

Our commitment to health and safety is deeply ingrained in our operations. We recognise that providing a safe and secure environment is essential for the overall welfare of our volunteers and the success of our programs.

To uphold this commitment, we have established comprehensive health and safety policies and procedures that align with national guidelines and best practices. These policies are regularly reviewed and updated to ensure they reflect the most current information and address emerging risks.

Our dedicated team is responsible for conducting regular risk assessments at project sites and implementing appropriate control measures to mitigate identified hazards. We prioritise the training and education of our volunteers, equipping them with the necessary knowledge and skills to maintain a safe working environment. Furthermore, we provide adequate safety equipment and ensure that it is properly maintained and available for use.

Emergency preparedness is a key component of our health and safety protocols. We have developed and communicated emergency response plans to all volunteers and staff members. Regular drills and training sessions are conducted to enhance preparedness and ensure that everyone knows how to respond effectively in emergency situations.

We believe in fostering a culture of safety, encouraging all volunteers to actively participate in maintaining a safe working environment. We have established mechanisms for reporting incidents, accidents, near misses, or potential hazards. Each report is promptly investigated, and corrective actions are implemented to prevent similar occurrences in the future.

Continuous improvement is integral to our health and safety policies. We regularly evaluate our procedures, gather feedback from volunteers and staff, and incorporate their suggestions to enhance our practices. By staying abreast of the latest developments in health and safety regulations, we ensure that our policies remain up to date and aligned with the evolving needs and expectations of our volunteers.

ISOMA Children remains committed to the health, safety, and well-being of our volunteers. We will continue to invest our resources and efforts to create a secure environment, where individuals can contribute to our mission with confidence and peace of mind.

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Alejandra Alonso

Chief Executive Officer, ISOMA Children