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Protection Protocol 1.0

Priority.

The priority of this protocol is to protect individuals, regardless of them being part of the organization or not. The protection of the individual will always be the priority, even is that damage the organization.

Lock.

This protocol was designed to ensure that there is no easy way to ignore or diminish any complaint against any member of the organization. And since it have pre-designed actions and timelines it cannot be adapted on the spot based on interests of the organization or the accused.

MANIFESTO NEEDED TO ADOPT:

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“ In this organization we believe that individuals should feel safe, respected and protected against any kind of abuse. This belief is our top priority, above the organization’s profit, team, sustainability and reputation.

The Protocol.

This protocol requires a small customization based on the organization that will implement it.



The Protocol.

PROTECTION BOARD

The protection board is integrated by three women who will be the authority to assess and provide a resolution in violence, harassment and abuse complaints.

01.

A member

This female member will be named by the:

- Board of directors
- LP's
- Investors

02.

B member

This female member will be an anonymous employee, selected randomly and changed every 6-12 months.

03.

C member

This female member will be selected by the organization and will be an independent not related to the organization in any way.

The Protocol.



SAFETY COMMUNICATIONS

Two email accounts will be created, one with proper domain of the organization and only accessible by the Protection Board, and a secondary public gmail account that is only accessible by the C member.

This will ensure that the organization have no sole control of the communications.

This email will be added in the signature of every communication of the organization (except transactional emails), in a copy similar to this:

At inDIP we believe that individuals should feel safe, respected and protected against any kind of abuse.

This belief is our top priority, above the organization's profit, team, sustainability and reputation. If you have any complain about any member of inDIP please write to: safety@indip.org your complain will be handled by a third party safety board.

The Protocol.

ROADMAPS

The roadmaps are predesigned routes pending on the decisions of the protection board:

01.

Complaint

When a complaint is received, the protection board will confidentiality open a case number and will schedule an interview.

02.

Assessment

After the interview the board will come with a resolution if a misconduct was committed. A misconduct means that the protection board find elements that made the victim felt uncomfortable or threatened.

03.

Transparency

Every complaint that found a misconduct regardless of the severity, will have a public record, meaning legal assistance will be offered to the victim and a public communication will be needed from the organization about the issue.

04.

Timeline

Max. timeframes:
-48 hours from complaint to interview
-one week from interview to assessment.
One week from assessment to transparency

The Protocol.



ACCOUNTABILITY

Every complaint that was confirmed, will have this path of action:

- 1.-The firing of the person that committed the abuse or harassment.
- 2.-Offering legal support to the victim.
- 3.-A public communication talking about the complaint that contains:
 - Findings
 - A description of the protocol and timelines followed
 - And the actions to deal with the issue (firing, legal actions, etc.)



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Open Source Nature

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