

## Preventing Trafficking in Persons Compliance Plan: Tanzania Media and Civil Society Strengthening Program

### **POLICY**

ICNL is opposed to all forms of trafficking in persons and is committed to mitigating the risk of trafficking in persons in connection with its operations and programs. It is the policy of ICNL to comply fully with the provisions of our cooperative agreements regarding Trafficking in Persons.

### **AWARENESS PROGRAM**

ICNL implements the Tanzania/Internews project through employees assigned to the ICNL Washington office. All ICNL employees and consultants working on the Tanzania/Internews project will be informed about the activities prohibited by provisions of our cooperative agreements regarding Trafficking in Persons, the reporting system, and the actions that will be taken against the employee or consultant for violations. ICNL will share the Global Human Trafficking Hotline (1-844-888-FREE) and the e-mail address [help@befree.org](mailto:help@befree.org) with all employees and consultants.

### **REPORTING MECHANISM**

Issues related to trafficking in persons will be reported using the procedures outlined in ICNL's Whistleblower Policies. Upon receipt of credible information regarding the commission of a prohibited activity relating to trafficking in persons, ICNL will notify the Internews Subgrants Manager, and will fully cooperate with any Federal agencies responsible for audits, investigations, or corrective actions relating to the trafficking in persons.

### **RECRUITMENT AND WAGE PLAN**

ICNL does not employ any persons in Tanzania. ICNL does not work with recruitment companies or charge recruitment fees.

### **HOUSING PLAN**

In the Tanzania/Internews project, housing is not arranged or provided for ICNL staff or consultants.

### **SUBAWARDEES OR AGENTS**

ICNL has no sub-awardee or agent in the Tanzania/Internews project.

### **REMEDIATION**

Where misconduct is uncovered through individual reporting, an internal investigation, third party audit, or otherwise, the misconduct is remedied through corrective action.