



Key Safety and Security (both Physical and Financial) Risk Management Strategies for U.S.-Based Nonprofits Operating Overseas

Wednesday, November 15, 2017, 12:30 pm – 2:00 pm ET

Venable LLP, Washington, DC

Moderator

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Speakers

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Upcoming Venable Nonprofit Events

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- **December 5, 2017:** [Performance Management: Getting the Best Out of Your Nonprofit's Workforce](#)
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- **February 15, 2018:** Nonprofit Mergers, Alliances, and Joint Ventures: Options, Best Practices, and Practical Tips (*details and registration available soon*)



O'Neill Paragon Solutions

- Established in 2015
- Duty of Care review and support
- Critical incident management planning and support
- Safety and security risk management systems development
- Bespoke training and workshop facilitation

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Duty of Care

“An employer’s duty of care means that they must take **reasonable precautions** to protect their employees from **foreseeable risk** of injury, disease or death.”

International SOS Foundation (2016)



Duty of Care

- Leadership commitment
- Policy Statement
- Assessing Risk
- Mitigating Risk
- Accountability
- Duty of Loyalty



Leadership Commitment

- Board of Trustees
- Senior Leadership Team
- Field Office Directors
- Program Managers



Duty of Care Policy

- Leadership is committed to creating a culture of effective and pragmatic risk management across the organization that meets our responsibilities to all staff by establishing reasonable, sustainable measures to mitigate recognized risks; by integrating risk management principles into program design and delivery; by empowering our staff to take responsible decisions through a better understanding of the complex environments in which we operate; and, by investing sufficient resources to develop innovative tools and systems minimize risks to staff while maximizing the impact of our programs.



Assessing Risks

- Enterprise Risk Management
- Formal risk assessment procedures
- Qualified personnel
- Risk ratings by location
- Organizational vulnerability
- Continuous assessments



Mitigating Risks

- Policies and procedures
- Insurance
- Informed consent
- Travel planning, tracking, support
- Safety and security risk management
- Critical incident management
- Training
- Staff wellness and support



Accountability

- Competency-based
- Job descriptions
- Performance appraisals
- Rewards and sanctions
- Documentation



Duty of Loyalty

- Culture and values
- Clear organizational expectations
- Code of conduct
- Employee commitment to abide by organizational policies and procedures
- Informed consent



Duty of Loyalty Statement

All employees and representatives agree to comply with policies and procedures of the organization and strive to be mindful of and prudent in their words and actions.

Questions?

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