



MEMORANDUM OF UNDERSTANDING (MOU) FOR STRATEGIC PARTNERSHIP IN INCLUSIVE CHILD PROTECTION, RIGHTS, AND LIVELIHOOD DEVELOPMENT

This Memorandum of Understanding (hereinafter referred to as the “MOU”) is entered into and made effective this 17 day of August, 2026, by and between:

Disable Development and Educational Foundation (DDEF)

Core Mission: DDEF is committed to creating positive and sustainable change in the lives of disadvantaged populations—especially persons with disabilities, women, children, and religious and ethnic minorities—through holistic, inclusive, and community-driven interventions.

Address: Village & Post-Raihanpur, Patharghata, Barguna-8721, Bangladesh.

Represented by: **Dr. Md. Rezaul Kabir**, Executive Director/Authorized Representative

Email: ddef_barguna@yahoo.com

Mobile: +88 01712136558

Web: <https://www.ddefbd.org>

First Step Cambodia (FSC)

Core Mission: A specialized child protection organization committed to strengthening child protection systems, preventing and responding to child sexual abuse, and empowering children to live free from violence and abuse, with particular expertise in addressing the protection needs of boys.

Address: #27, Street 271B,

Sangkat Ou Baek K'am,

Khan Sen Sok, Phnom Penh, Cambodia,

Represented by: **Yaim Chamreun**, Executive Director/Authorized Representative

Office Phone: 092 900 369

Email: office@first-step-cambodia.org

Web: <https://www.firststepcambodia.org/home>

DDEF and FSC shall individually be referred to as a “Party” and collectively as the “Parties.”

ARTICLE 1: BACKGROUND AND PURPOSE

1.1 Disable Development and Educational Foundation (DDEF) is a non-profit voluntary organization established in 2001, dedicated to structural social change, disability inclusion, gender diversity, and socio-economic upliftment in Bangladesh. DDEF operates extensive community programs, including special education, inclusive child protection, climate change adaptation, and humanitarian responses.

1.2 First Step Cambodia (FSC) is a specialized non-governmental organization that works toward strong child protection mechanisms, empowering children to be free from sexual abuse and live in safe, nurturing families. FSC holds unique global and regional expertise in advocating for boys' rights, providing regular counseling and therapeutic services, and addressing harmful social norms and gender issues affecting boys.

1.3 Purpose: The purpose of this MOU is to establish a mutually beneficial framework for cross-border cooperation, learning, and knowledge exchange. The partnership recognizes DDEF's strengths in disability inclusion, community-based programming, climate adaptation, and humanitarian response, and FSC's strengths in specialized child protection, social work practice, prevention and response to child sexual abuse, and support for boys. The Parties intend to learn from each other, strengthen institutional and technical capacities, explore joint initiatives, and contribute to more inclusive child protection and community development in Bangladesh and Cambodia. Collaboration will be based on mutual respect, reciprocity, organizational capacity, available resources, and jointly agreed priorities.

1.4 Partnership Principles: Cooperation will be guided by equality, reciprocity, transparency, do-no-harm, safeguarding, respect for organizational autonomy, recognition of each Party's expertise, and realistic commitments based on available capacity and resources. Decisions concerning joint activities will be made by

mutual agreement, and neither Party will be expected to undertake work outside its mandate, approved plans, policies, or available resources.

ARTICLE 2: SCOPE OF COOPERATION

The Parties agree to collaborate across the following strategic pillars:

2.1 Technical Capacity Building & Specialized Training

- **Mutual Capacity Building and Specialized Training:** The Parties may provide each other with technical consultation, training, coaching, peer learning, and relevant learning resources within their respective areas of expertise. FSC may share expertise in specialized child protection, social work practice, case management, support for boy survivors of sexual abuse, and responses to harmful sexual behaviours by children. DDEF may share expertise in disability inclusion, community-based development, climate adaptation, humanitarian response, and inclusive programming. The scope, timing, modality, and costs of any support will be mutually agreed in advance and subject to each Party's capacity and work plan.
- **Inclusive Programming and Diversity:** The Parties will exchange practical approaches and learning on disability, gender, diversity, and social inclusion to strengthen the accessibility and inclusiveness of their respective programmes, policies, training materials, and child protection practices. Any adaptation of organizational guidance or materials remains the responsibility of the originating organization unless otherwise jointly agreed.

2.2 Knowledge Exchange & Evidence-Based Research

- **Joint Learning and Research:** Subject to available resources and mutual agreement, the Parties may collaborate on learning, assessments, documentation, or research concerning child protection, disability inclusion, gender, and other areas of shared interest. Research questions, methodologies, ethical requirements, ownership, publication, and resource commitments will be agreed in writing before commencement.
- **Resource and Knowledge Exchange:** Each Party may share selected non-confidential educational resources, tools, research findings, and good practices for learning and potential contextual adaptation. Sharing does not automatically grant the right to reproduce, translate, modify, publish, or distribute materials unless permission is provided by the originating Party in accordance with Article 6.
- **Joint Resource Mobilization and Information Exchange:** The Parties may identify funding opportunities and provide mutual technical support to develop project concepts or joint proposals where there is clear strategic alignment and added value for both organizations. Roles, budgets, lead-applicant arrangements, indirect costs, intellectual contributions, and implementation responsibilities will be jointly agreed before submission. Neither Party is obligated to participate in a funding opportunity or guarantee funding to the other Party.

2.3 Governance, Policy Frameworks, & Protection Standards

- **Policy and Practice Strengthening:** The Parties may exchange relevant policies, tools, and good practices related to safeguarding, Prevention of Sexual Exploitation, Abuse and Harassment (PSEAH), child protection, accountability, disability inclusion, and other agreed areas. Each Party retains responsibility for deciding whether and how such learning is incorporated into its own policies and systems.
- **Advocacy, Networking, and Visibility:** Where mutually agreed, the Parties may collaborate in national, regional, or global forums to promote inclusive child protection, disability inclusion, and related priorities. Neither Party may represent, speak on behalf of, use the name or logo of, or make public commitments for the other Party without prior consent.

ARTICLE 3: ROLES AND RESPONSIBILITIES

3.1 Shared Responsibilities of Both Parties:

- **Joint Planning and Coordination:** Nominate an appropriate focal point and participate in periodic coordination to identify mutually beneficial priorities, develop simple joint work plans where needed, and review progress. Activities will proceed only when both Parties agree on scope, roles, timelines, resources, safeguarding requirements, and expected results.
- **Contribution of Expertise and Resources:** Contribute relevant technical knowledge, staff time, field insights, non-confidential information, and other resources as reasonably available and mutually agreed. No Party is expected to provide unfunded services, staff time, travel, materials, or other resources beyond what it has explicitly agreed to provide.
- **Compliance, Safeguarding, and Accountability:** Each Party is responsible for compliance with the laws, regulations, safeguarding standards, financial controls, and internal policies applicable to its own operations. For joint activities, the Parties will agree in advance on appropriate safeguarding, risk management, reporting, and accountability arrangements.

3.2 Complementary Technical Contributions:

- **FSC Contributions:** Subject to capacity and mutual agreement, FSC may contribute technical advice and learning in specialized child protection, social work practice, case management, prevention and response to child sexual abuse, work with boys, and harmful sexual behaviours by children.
- **DDEF Contributions:** Subject to capacity and mutual agreement, DDEF may contribute technical advice and learning in disability inclusion, inclusive education, community-based development, climate change adaptation, humanitarian response, and engagement with marginalized populations.
- **Mutual Learning and Adaptation:** Both Parties may provide peer review, methodological input, and contextual advice for agreed initiatives. Technical support requiring substantial staff time, travel, translation, curriculum adaptation, or other costs will be planned and budgeted separately before implementation.

ARTICLE 4: FINANCIAL ARRANGEMENTS AND LEGAL STATUS

4.1 Non-Binding Character: This MOU expresses the Parties' intention to cooperate and does not, by itself, create a partnership, joint venture, agency relationship, employment relationship, or legally binding financial or operational obligation, except for confidentiality, data protection, intellectual property, and agreed use of names and logos.

4.2 Financial Commitments and Costs: This MOU does not require either Party to transfer funds or absorb costs on behalf of the other. Unless otherwise agreed in writing, each Party will bear its own routine coordination costs. Any activity involving funding, sub-grants, travel, consultancy, training costs, procurement, joint proposals, or other material resource commitments will be governed by a separate written agreement or approved activity budget specifying roles, costs, financial controls, reporting, and accountability.

ARTICLE 5: CONFIDENTIALITY AND DATA PROTECTION

The Parties will protect confidential and personal information in accordance with applicable law, ethical standards, safeguarding requirements, and their respective organizational policies. Because child protection and disability-related information can be highly sensitive, the Parties will apply data-minimization principles and will not share personally identifiable case information unless such sharing is necessary, lawful, ethically justified, covered by appropriate informed consent or another valid legal basis, and supported by agreed security measures. Where joint activities require data sharing, the Parties will agree in advance on purpose, access, storage, retention, transfer, breach response, and safe disposal. Nothing in this MOU requires either Party to disclose confidential information or case files.

ARTICLE 6: INTELLECTUAL PROPERTY

All pre-existing intellectual property, training materials, curricula, toolkits, research, branding, and other proprietary resources remain the property of the originating Party. Permission to translate, adapt, reproduce, publish, distribute, or externally use such materials must be agreed in writing by the originating Party. For jointly developed materials, the Parties will agree in writing on ownership, authorship, acknowledgement, publication, licensing, and future use. In the absence of a separate written agreement, jointly developed outputs will be jointly owned and may be used by both Parties for internal, non-commercial purposes with appropriate acknowledgement. Neither Party may use the other Party's name or logo publicly without prior approval.

ARTICLE 7: DURATION, AMENDMENT, AND TERMINATION

7.1 Validity: This MOU shall remain valid for a period of three (3) years from the effective date, after which it may be renewed or extended upon mutual written consent.

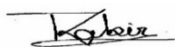
7.2 Amendment: Any structural changes, modifications, or addendums to this framework must be agreed upon in writing and signed by authorized representatives of both Parties.

7.3 Termination: Either Party may terminate this MOU without penalty by providing thirty (30) days' prior written notice. The Parties will consult on an orderly close-out of ongoing joint activities, with particular attention to safeguarding, confidential information, financial commitments agreed under separate instruments, and the interests of affected children and communities. Termination of this MOU will not automatically terminate a separate project-specific agreement, which will be governed by its own terms.

IN WITNESS WHEREOF, the authorized representatives of the Parties have executed this Memorandum of Understanding as of the date first written above.

For Disable Development and Educational
Foundation (DDEF):

For First Step Cambodia (FSC):



Dr. Md. Rezaul Kabir
Executive Director, DDEF
Date: 17/08/2026



Yaim Chamreun, Executive Director,
First Step Cambodia (FSC)
Date: 17/08/2026

Witness 1

Name: Shoshangko Ritchil

Organization: Disable Development & Educational Foundation (DDEF)

Designation: Fundraising Officer



Signature: