



Preventing and Addressing Sexual Exploitation, Abuse, and Harassment

Introduction:

Sexual exploitation and abuse (SEA) is a serious violation of human rights and dignity. Our organization is committed to ensuring that all staff, volunteers, and partners understand the zero-tolerance approach to SEA, and all necessary measures are taken to prevent it. The purpose of this policy is to provide guidelines for the prevention of SEA in all our operations.

Scope:

This policy applies to all staff, volunteers, contractors, partners, and anyone who represents our organization in any capacity.

Definitions:

Sexual exploitation: Any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes, including, but not limited to, profiting monetarily, socially, or politically from sexual exploitation of another.

Sexual abuse: The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Position of vulnerability: any situation in which an individual or group is exposed to risks due to social, economic, or other factors that limit their ability to protect themselves against abuse, exploitation, or harm.

Policy:

Commitment to Zero Tolerance

- a. Our organization has zero tolerance for SEA, and all staff, volunteers, and partners are required to abide by this policy.
- b. We are committed to preventing SEA and ensuring that anyone who reports SEA is treated with respect, dignity, and confidentiality.

Prevention of SEA

- a. The organization will take all necessary measures to prevent SEA, including but not limited to, the recruitment, selection, and training of staff and volunteers, ensuring that staff and volunteers are aware of the organization's policy and procedures, and implementing appropriate reporting mechanisms.

b. The organization will ensure that staff and volunteers are aware of the legal and ethical responsibilities related to SEA and are equipped to recognize and respond to SEA.

Reporting and Response Mechanisms

a. The organization will provide clear and confidential reporting mechanisms for SEA, and all staff, volunteers, and partners will be informed of these mechanisms.

b. The organization will ensure that all reports of SEA are treated seriously and that appropriate measures are taken to respond to them.

c. The organization will cooperate with relevant authorities and ensure that victims and witnesses of SEA receive appropriate support and assistance.

Investigations and Disciplinary Action

a. The organization will investigate all reported incidents of SEA promptly and thoroughly.

b. The investigation will be carried out by individuals with the necessary skills and expertise.

c. The organization will ensure that the investigation is conducted in a way that protects the rights and dignity of all parties involved.

d. Individuals found to have committed SEA will be subject to disciplinary action, which may include dismissal, legal action, and referral to law enforcement authorities.

Monitoring and Review

a. The organization will monitor the implementation of this policy and review it periodically to ensure that it remains effective and relevant.

b. The organization will engage with stakeholders to ensure that the policy is understood and implemented effectively.

c. Any updates to this policy will be communicated to all staff, volunteers, and partners.

Conclusion:

Our organization is committed to preventing SEA and ensuring that anyone who reports SEA is treated with respect, dignity, and confidentiality. We will take all necessary measures to prevent SEA and ensure that anyone who commits SEA is held accountable. This policy is an important step towards creating a safe and respectful working environment for all.