



Zero Tolerance

of Sexual Exploitation, Abuse and Harassment

<https://www.un.org/press/en/2017/ga11894.doc.htm>

ONE Primary

PSEA Reference Document;
SG Bulletin 2003: Special Measures for PSEA
<https://undocs.org/ST/SGB/2003/13>

IASC Results Group Two

Forum for humanitarian agencies to address PSEA

<https://interagencystandingcommittee.org/results-group-2-accountability-and-inclusion>

Three objectives

defined by the IASC's PSEA and Sexual Harassment
Championship Strategy

- Encouraging victims to come forward; speak up culture
- Improving quality, survivor-centered support and protection
- Strengthening vetting, reference checking, investigation processes and disciplinary measures

IASC Strategy on Protection from and Response to SEA- IASC champions on SEAH (November 2018)

https://psea.interagencystandingcommittee.org/sites/default/files/2020-06/181101_iasc_champions_sea_sh_strategy_final.pdf

Four letters to remember: PSEA

Prevent Sexual Exploitation and Abuse

Five Outcomes

IASC PSEA Country Level Framework
Based on the three Championship objectives

- Prevention:** All UN staff and related personnel know the UN standards of conduct for PSEA and understand their responsibilities to address SEA and other misconduct.
- Safe and accessible reporting:** Every affected child and adult recipient of humanitarian assistance has access to safe pathways to report SEA
- Quality survivor assistance:** Every child and adult complainant/survivor is offered immediate and quality assistance
- Accountability and investigation:** Every child and adult survivor of SEA who is willing has their case investigated in a prompt, safe, and survivor-centered approach
- PSEA inter-agency structure at country-level:** The Humanitarian Coordinator and the Humanitarian Country Team are supported at senior management and technical levels to lead, oversee and deliver the above three PSEA outcomes

<https://interagencystandingcommittee.org/iasc-task-team-accountability-affected-populations-and-protection-sexual-exploitation-and-abuse-4>

Six Core principles relating to sexual exploitation and abuse (IASC)

Adopted in 2002 / updated in 2019

- Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for dismissal and termination of employment.
- Where a humanitarian worker develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same agency or not, he or she must report such concerns via established agency reporting mechanisms.
- Any sexual relationship between those providing humanitarian assistance and protection and a person benefiting from such humanitarian assistance and protection that involves improper use of rank or position is prohibited. Such relationships undermine the credibility and integrity of humanitarian aid work.
- Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief regarding the age of a child is not a defense.
- Exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behavior is prohibited. This includes prostitution, even if it is legal in the country.
- Humanitarian workers are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Managers at all levels have particular responsibilities to support and develop systems which maintain this.

<https://interagencystandingcommittee.org/inter-agency-standing-committee/iasc-six-core-principles-relating-sexual-exploitation-and-abuse>

IASC commits to Zero tolerance and PSEAH Seven days a week

Eight Minimum Operating Standards for PSEA - IASC (2012)

- Effective Policy Development and Implementation
- A dedicated focal point committed to PSEA
- Effective community based complaints mechanisms (CBCM), including victim assistance.
- Effective and comprehensive communication from HQ to the field on expectations regarding raising beneficiary awareness on PSEA
- Effective and comprehensive mechanisms are established to ensure awareness raising on SEA amongst personnel
- Cooperative Arrangements
- Effective recruitment and performance management
- Internal complaints and investigation procedures in place

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