

PREVENTION OF SEXUAL EXPLOITATION AND ABUSE

THERE IS NO EXCUSE!

**ZERO
TOLERANCE
POLICY**

Sexual exploitation and abuse is a form of gender-based violence committed by humanitarian workers against beneficiaries and affected populations due to an imbalance of power and vulnerability.

- At all times, we must treat beneficiaries and affected populations with respect and dignity.
- Even a single instance of sexual exploitation and abuse damages the reputation of the entire humanitarian community and breaks the trust communities have placed in us.



REPORTING SEA

You can report sexual exploitation and abuse through any of the following:

- Your supervisor, Head of Office or unit responsible to receive SEA reports.
- A PSEA Focal Point of any organization.
- The Inter-Agency PSEA program by telephone/WhatsApp
+90 530 915 18 97
(for reporting in English)
+90 530 915 18 95
(for reporting in Arabic)
+90 537 040 70 80
(for reporting in Other Languages)
or by email:

PSEaprograminSyria@un.org

As humanitarian workers, we must

Know the rules:

- ❑ Sexual exploitation and abuse is **unacceptable** and **prohibited** for **ALL** international and national humanitarian workers whether they work at United Nations, international and national NGOs or affiliated organizations.
- ❑ It is strictly **prohibited** to have any sexual activity with **anyone under the age of 18 years** (regardless of the age of majority or age of consent locally or in my own home country). Mistaken belief of the age of the person is not an excuse.
- ❑ It is strictly **prohibited** to have sex with anyone in exchange for money, employment, preferential treatment, goods or services, whether or not prostitution is legal in my country or the host country.
- ❑ It is strictly **prohibited** to engage in any other form of sexually humiliating, degrading or exploitative behavior.

And fully understand that:

- ❑ Involvement in any act of sexual exploitation and abuse will be **investigated** and **punitive measures will be taken** if warranted.
- ❑ Any proven act of sexual exploitation and abuse will result in measures that can include but are not limited to: **suspension, immediate repatriation (if international staff), dismissal, imprisonment, and a ban from future humanitarian employment.**
- ❑ If I witness sexual exploitation and abuse behaviour by others, regardless of their position or seniority, I have a responsibility to **report** the incident **immediately** (and not investigate it myself).
- ❑ **Failure to report or respond** to misconduct is a breach of the PSEA Code of Conduct as humanitarian workers.
- ❑ An individual who makes a report in good faith has the right to be **protected against retaliation.**
- ❑ **Malicious reports** of SEA made with the intention to harm the reputation of an individual or the organization, or to take undue advantage of SEA mechanisms for personal benefit, are considered **misconduct** and will be treated as such.