

Inter-Agency Standing Committee Core Principle

1. “Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment.
2. 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.
3. 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 exchange of assistance that is due to beneficiaries.
4. Any sexual relationship between those providing humanitarian assistance and protection and a person benefitting 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.
5. 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.
6. 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 environment.”

Reference:

<https://psea.interagencystandingcommittee.org/update/iasc-six-core-principles>

Protection From Sexual Exploitation and Abuse (PSEA) Code of Conduct

I (NAME) _____, staff/volunteer/contractor of (NAME OF THE ORGANIZATION) _____ understand that:

- Humanitarian assistance and services are to be provided in a manner that protects against and prevents sexual harassment, sexual exploitation and sexual abuse of staff members and beneficiaries. This includes unwanted verbal, non-verbal or physical conduct of a sexual nature, as well as actual or attempted sexual activity of a forced or coercive nature.
- Exploitative and abusive sexual activities by staff, volunteers, implementing partners, and community volunteers are absolutely prohibited, and perpetrators will be held accountable. Consequences may include immediate dismissal and referral to law enforcement.
- Any forced or coerced sexual activity, including those obtained by exchanging or threatening to withhold humanitarian assistance or services, is, by definition, exploitative and abusive, particularly in a shelter environment when beneficiaries are at their most vulnerable.
- I am responsible to report any actual or suspected cases of sexual exploitation and abuse. A failure to report will be considered a violation on my part.

Signature

Date and place

Reference:

<https://psea.interagencystandingcommittee.org/>

Minimum Operation Standards- Implementation Plan

	Key Element	Activities
1	Management	<ul style="list-style-type: none"> • A policy stating standards of conduct, including acts of SEA, exists and a work plan to implement the policy is in place. • The policy/standards of conduct have been conveyed to current staff and management on repeated occasions, at hiring and yearly training the _____ of _____. • All staff members have PSEA in their job description and sign a copy upon hiring.
2	Coordination	<ul style="list-style-type: none"> • Procedures are in place to receive written agreement from entities or individuals partnering with the shelter (contractors/suppliers) that they are aware of and will abide by the standards of the PSEA policy.
3	Engagement With Population	<ul style="list-style-type: none"> • Guest spaces have posted signs located _____ raising awareness among guests around zero tolerance policy and complaint mechanism located _____¹. • Staff provide explanation of policy during Welcome Speech. • Guest space has visible complaint mechanism with a method for submission confidentiality or directly to PSEA focal point.
4	Prevention	<ul style="list-style-type: none"> • Staff members are aware of their obligation to report SEA/misconduct and are aware that there is a policy for protection from retaliation in place. • Staff members are informed on a regular basis of how to file a complaint/report and the procedures for handling these.
5	Response	<ul style="list-style-type: none"> • A dedicated focal point has the overall responsibility for the development and implementation of PSEA policy and activities. That individual is _____. • There is a mechanism for monitoring and review of the complaint mechanism. • Standard operating procedures or equivalent issued and used to guide response to a claim.

For Posting Materials¹: <https://psea.interagencystandingcommittee.org/psea-frontline-together-we-say-no?f%5B0%5D=language+frontline%3A956>

Reference:

<https://psea.interagencystandingcommittee.org/sites/default/files/Minimum%20Operating%20Standards%20%28MOS-PSEA%29.pdf>