

IT IS MY DUTY

to report sexual abuse and exploitation



If I have the slightest suspicion of sexual abuse or exploitation of one of my colleagues (in the same agency or not), I have a duty to report it to senior management and/or the human resource manager.

Create and maintain an environment which will

PREVENT SEXUAL EXPLOITATION



As a supervisor, I have a duty to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of these codes of conduct.

ZERO TOLERANCE

towards sexual violence



As a humanitarian worker, I must apply zero tolerance towards sexual violence. Sexual exploitation and abuse constitute acts of gross misconduct for which I will lose my job.

Sexual activity with a minor
IS PROHIBITED



It is prohibited to have sexual activity with children (persons under the age of 18). Believing the child to be above 18 is no excuse. This constitutes a serious act of misconduct for which I will lose my job.

Humiliating, degrading
or exploitative behaviour is
UNACCEPTABLE



Exchange of money, employment, goods or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour, is prohibited. This includes exchange of assistance that is due to beneficiaries.

ZERO TOLERANCE
for sexual
relationships
that undermine
the integrity of
humanitarian work



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.