This Code of Conduct has been developed for agencies and other actors that are involved in emergency response and recovery and reconstruction activities after an emergency, as well as peace and development efforts. They have a duty of care to affected women, girls, boys and men of all ages and diversity, and a responsibility to ensure that people receiving assistance are treated with dignity and respect. All staff, volunteers, consultants, interns, etc. (personnel) should ensure that certain minimum standards of behaviour are observed, regardless if the person is on or off duty.

In order to prevent sexual exploitation and all forms of abuse including sexual, physical, emotional, spiritual and financial, the following core principles should be respected by all staff from UN, INGOs and their partners, engaging in humanitarian, recovery, and development assistance in Myanmar:

1. All personnel have to ensure assistance is delivered in a way that is safe, respectful, with dignity, and equally accessible to women, girls, boys and men of different ages, abilities, ethnicity, religion, and other diversities.
2. Sexual exploitation and all forms of abuse by workers providing humanitarian and other assistance constitute acts of gross misconduct and are therefore grounds for termination of employment.

3. Sexual activity with children (persons under the age of 18 years) 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.

4. Exchange of money, employment, goods, services or false promises for sex including sexual favours or other forms of humiliating, degrading or exploitative behaviour is prohibited, including favouritism or procurement of such services for third parties. All humanitarian and development goods and services are provided for free and do not require payment of any kind.

5. Sexual relationships between humanitarian and development workers and affected women and men, are strongly discouraged since they are based on inherently unequal power dynamics. Such relationships undermine the credibility and integrity of humanitarian aid work.

6. Where a staff develops concern or suspicions regarding sexual abuse and exploitation or other forms of abuse by a fellow worker, whether in the same agency or not, he or she must report such concerns via established reporting mechanisms.
7. Staff providing humanitarian and other assistance are obliged to create and maintain an environment which prevents sexual exploitation and all forms of abuse and promotes the implementation of this Code of Conduct. Managers at all levels have particular responsibility to support and develop systems which maintain this environment.

8. The safety, protection and wellbeing of survivors of sexual exploitation and abuse, or sexual harassment and abuse, shall be paramount to any intervention.

9. Breaking these rules are grounds for termination of employment contract and relevant disciplinary and/or legal action.

10. In addition, all personnel are reminded that any form of sexual harassment and abuse of authority by staff members, supervisors or partner organizations is not allowed. All organizations are accountable to have internal policies and reporting mechanisms and ensure that appropriate and independent investigations of complaints of sexual harassment and abuse of authority can be executed by the organization.

For further information, please consult your organisation’s PSEA Focal Point: [Include relevant contact details]
သီးသန့်ရေးသားရာ အခြားသော ရေးသားသူများသည် တိုးတက်လာရန်အားအားလုံးကို အသေချက်များ အကောင်အထည်တင်ချက်ဖော်ရွေးနိုင်သည်။ စပ်ဆင်းသော ယူနိုင်ချင်သူများသည် အကြီးအကျယ်သော အခြေခံစိုက်ပျိုးမှု (အသက်သောက်ခြင်း) အားလုံးတွင် အသံထားသည်။