



Easy  
Read

# Sexual misconduct is never allowed

Sexual misconduct means doing bad things to someone sexually.



UNITED  
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NEPAL



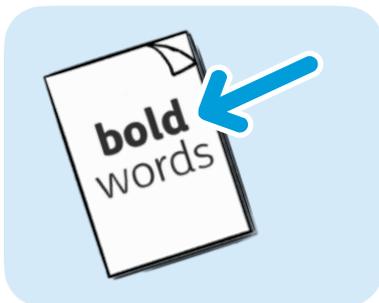
# Easy Read



This is an Easy Read version of some hard information. It may not include all of the information but will tell you about the important parts.



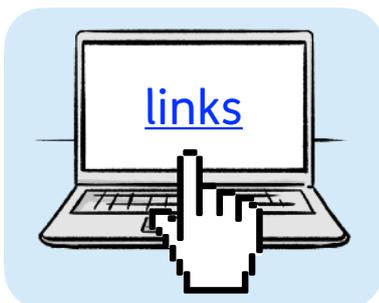
This Easy Read information uses easier words and pictures. You may still want help to read it.



Some words are in **bold** - this means the writing is thicker and darker.



These are words that some people will find hard. When you see a bold word, we will explain it in the next sentence.



Blue and underlined words show links to websites and email addresses. You can click on these links on a computer.

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# Introduction



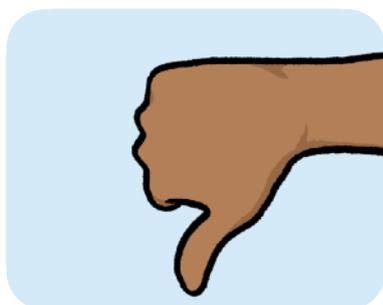
This leaflet is for staff at the **United Nations (UN)**.

The **United Nations (UN)** is an organisation made up of many countries working together. It works to make the world a safer and better place.



The leaflet is about **sexual misconduct**.

**Sexual misconduct** means doing bad things to someone sexually.



Sexual misconduct can be:

- Anything sexual you have not agreed to.



- Someone who has more money or power than you wanting anything sexual from you.



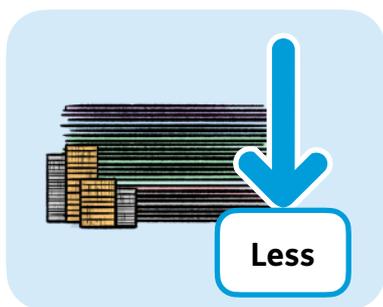
Sexual misconduct is never allowed at the UN.

# Different types of sexual misconduct

There are different types of sexual misconduct:

## Sexual exploitation

**Sexual exploitation** is getting others to do sexual things because they:



- Have less money.

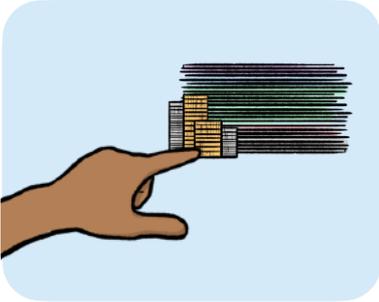


- Trust them.



- Have less power.

This can include:



- Making someone do something sexual in return for money, jobs or services.



- Asking someone to have sex.



- Having a sexual relationship with people who are involved with projects.



- Buying sex from sex workers.



- Doing sexual things online.



Sexual exploitation is always wrong, even if people have agreed to it.



## Sexual abuse

**Sexual abuse** is when someone is sexual to another person without them agreeing.

This can be if:

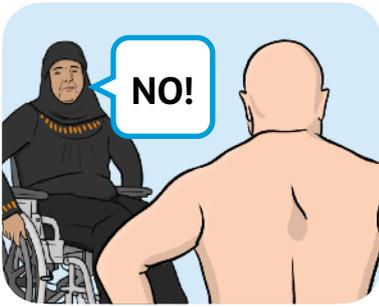


- They force the person to do something sexual.



- They have more power than the other person and get them to do something sexual.

## Some types of Sexual abuse are:



- Sexual assault. This is when someone does something to another person sexually when they haven't agreed.



- Having sex with a child under 18. If a child under 18 says yes to sex, this does not count as them agreeing.

Thinking someone is over 18 is not an excuse.



- Rape. This means having sex with someone who has not agreed to it.



- Touching someone without them agreeing.



- Doing or saying sexual things to someone online without them agreeing.

# Sexual harassment



**Sexual harassment** is when someone does or says sexual things that another person doesn't like.



The UN says that sexual harassment can happen both in and outside places of work.

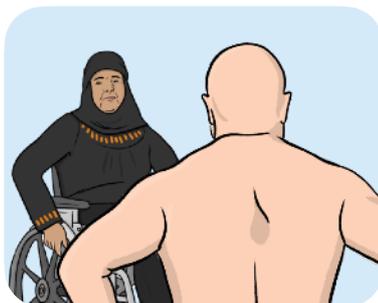


It can happen between staff members or from managers to people they are in charge of.



Sexual harassment can include:

- Touching, hugging, kissing or rubbing up against someone in a sexual way.



- Showing body parts in a sexual way.

Sexual harassment can also include:



- Saying things that are sexual.



- Asking for dates or sex.



- Making sexual jokes.



- Sending sexual messages, pictures or videos that someone else doesn't want.



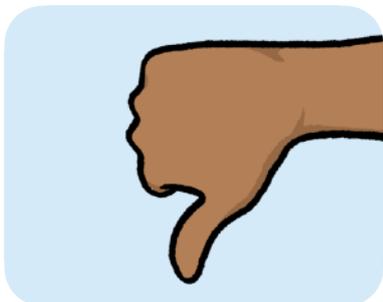
- Looking at someone in a sexual way.

When sexual harassment happens at work, it can mean:



- It stops people from being able to do their job.
- People have to put up with it to keep their job.
- People are unhappy at work.

# It is always wrong



Sexual exploitation, sexual abuse and sexual harassment are always wrong.



It is up to UN staff to make sure that everyone is treated well, and gets their **rights** at work.

**Rights** are things that every person has by law.

Everyone has the right to:



- Be respected, no matter who they are.



- Live without sexual exploitation, sexual abuse and sexual harassment.



- Work in a safe place.

# If you think sexual misconduct is happening

If you think someone from the UN has done bad things sexually to someone involved with a project, you can:



- Call the UN SEA Reporting Hotline: 01-4290098.

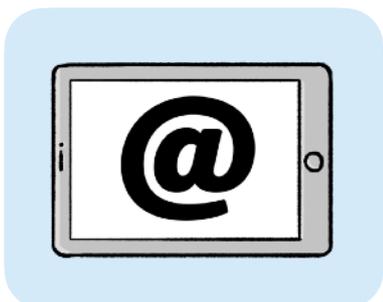


- Report it to your agency.

If you have experienced any sexual harassment from UN personnel, you can:



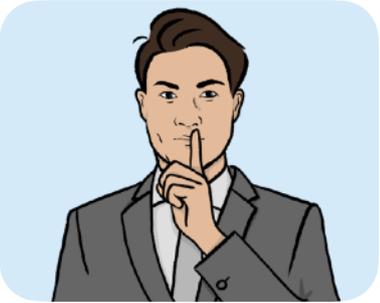
- Call the UN Global Speak up Helpline: +1(917) 367-8910



- Email: [speakup@un.org](mailto:speakup@un.org)



- Report it to your agency.



You do not have to tell us your name.

We will:



- Look into what has happened.



- Support the person that the sexual misconduct has happened to.

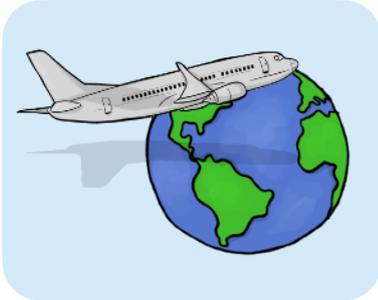


If we find out that sexual misconduct has happened, we will punish the person who did it.

We may:



- Tell them to leave their job.



- Send them back to their home country.



- Stop them from working for the UN in the future.



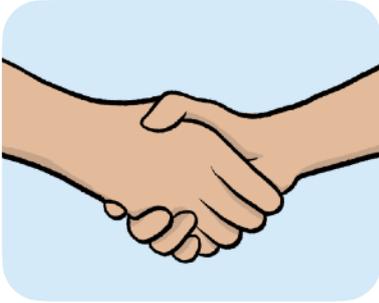
- Tell the police.



The UN follows a no excuse and zero tolerance policy against sexual misconduct. This means it is never okay.

# Doing bad things to someone sexually is always wrong

Everyone should be able to:



- Be treated with respect.



- Live without others doing sexual things that they do not want.



- Be safe.

This Easy Read information has been produced by [easy-read-online.co.uk](http://easy-read-online.co.uk)