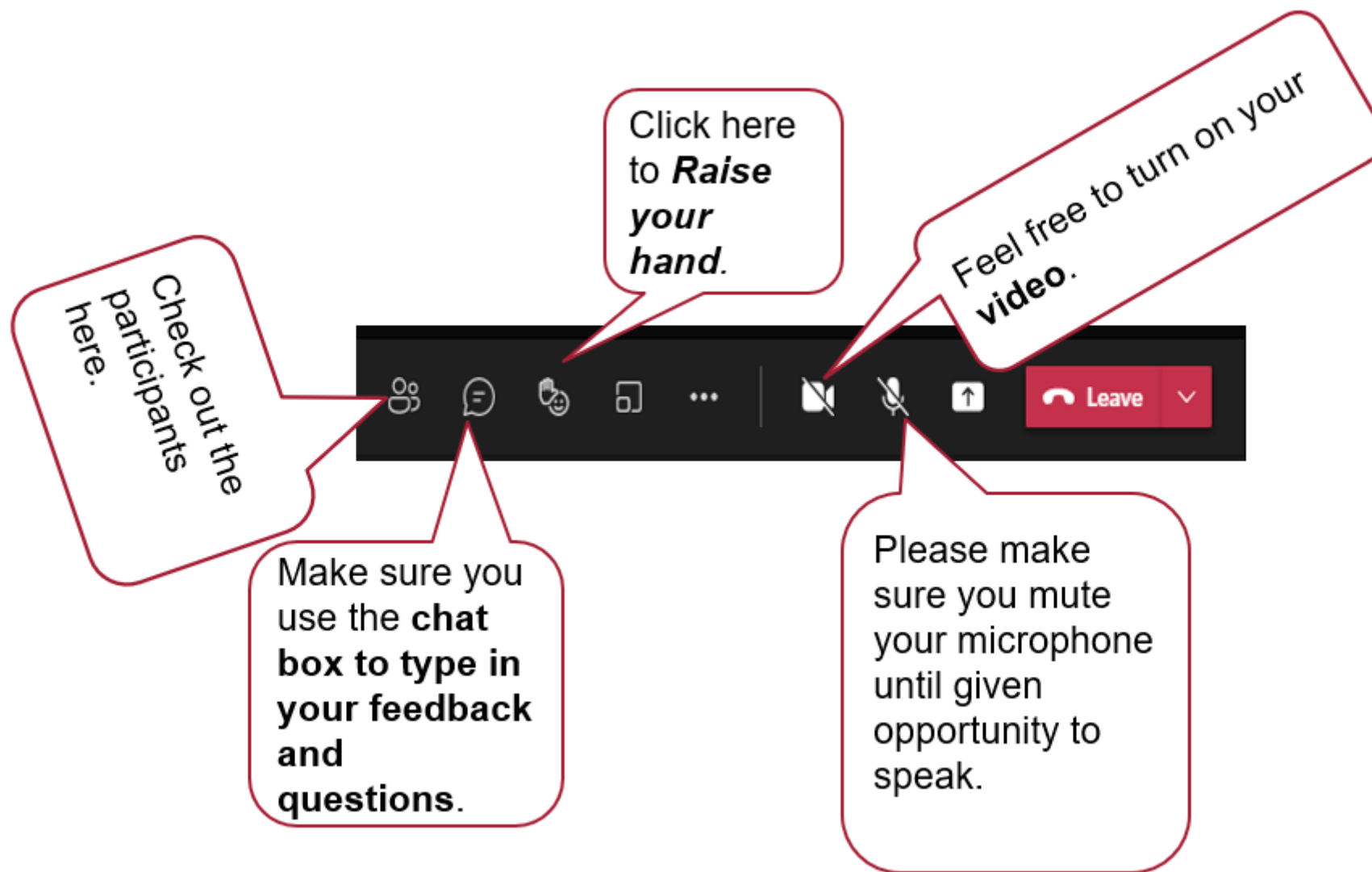


Protection from Sexual and Exploitation Abuse (PSEA)

Refresher-session for AAP WG & PSEA Network members

Wednesday, June 12, 2024, from 09:00 am -12:00pm.

Some information while we wait to begin





WELCOME, INTRODUCTIONS AND OPENING REMARKS

Introductions



I. Register yourself in the online participants list. (See the link on the chat box)

Introductions (Con'td)

II. Respond to this question in the chat box.

- What is one expectation you have for this session?

1

Understanding sexual exploitation and abuse (SEA)

2

PSEA Framework and our expected roles

3

Reporting SEA And linkages to Victims/survivors assistance

The objectives of the three-hour session are:

- Gain a better understanding of what is meant by sexual exploitation and abuse (SEA) and related concepts and explain what SEA is/ is not.
- Explain the interrelationship between Gender/GBV/Protection/Human Rights/AAP and SEA.
- Know how, why SEA is occurring and the context within which SEA happens; and recognize the consequences, challenges and myths around it.
- Familiarize with the Global PSEA Commitments and know their expected roles and responsibilities in preventing and responding to SEA.
- Know how to report SEA cases and ensure that victim/survivor assistance is provided.

Ground rules



CONFIDENTIALITY



Before we start



You are not alone...

This session may trigger emotional distress.

You are not alone! If you feel so, contact us. We will refer you to the appropriate and available services.

Confidentiality will be respected.



I: UNDERSTANDING SEXUAL EXPLOITATION AND ABUSE (SEA)

Defining SE, SA and SH

	Sexual Exploitation (SE)	Sexual Abuse (SA)	Sexual Harassment (SH)
Who?	Us + Beneficiary	Us + Beneficiary	Us + Us
What?	<ul style="list-style-type: none"> Abuse of vulnerability, differential power, or trust Victim's sexual activity generates benefits 	<ul style="list-style-type: none"> Physical intrusion of a sexual nature Use of force or coercion 	<ul style="list-style-type: none"> Unwelcome advance or conduct of a sexual nature Creates an intimidating environment or becomes a condition of employment
Examples?	<ul style="list-style-type: none"> Offering money, gifts, or a job in exchange for sex Withholding due services or blackmailing for sex Hiring prostitutes Threats of sexual exploitation 	<ul style="list-style-type: none"> Unwanted kissing, touching, grabbing, or rubbing Threats of an unwanted sexual act Raping or attempted rape Any sexual activity with a child 	<ul style="list-style-type: none"> Touching, kissing or speaking inappropriately to a colleague at work Attempted or actual sexual assault Raping or attempted rape

Which term best describes this situation?

INSPIRED BY REAL-LIFE
ALLEGATIONS

*Sexual
Exploitation (SE)*

*Sexual
Abuse (SA)*

*Sexual
Harassment (SH)*

I. Mr. Omer is a local driver contracted by a UN agency. He likes to talk about how he had sex with some of the beneficiaries at the distribution site, particularly the young pretty ones (<18).

Which term best describes this situation? (Con'td)

I. Mr. Omer is a local driver contracted by a UN agency. He likes to talk about how he had sex with some of the beneficiaries at the distribution site, particularly the young pretty ones (<18).

INSPIRED BY REAL-LIFE
ALLEGATIONS

*Sexual
Exploitation (SE)*

*Sexual
Abuse (SA)*

*Sexual
Harassment (SH)*

Which term best describes this situation? (Con'td)



INSPIRED BY REAL-LIFE
ALLEGATIONS

II. Ms. Hiba, who works in a UN agency, sometimes receives personal emails from her colleague even though she does not want to receive them. More often than not, the emails contain photos of nude or topless women in suggestive poses.

*Sexual
Exploitation (SE)*

*Sexual
Abuse (SA)*

*Sexual
Harassment*

Which term best describes this situation? (Con'td)

II. Ms. Hiba, who works in a UN agency, sometimes receives personal emails from her colleague even though she does not want to receive them. More often than not, the emails contain photos of nude or topless women in suggestive poses.

INSPIRED BY REAL-LIFE
ALLEGATIONS

*Sexual
Exploitation (SE)*

*Sexual
Abuse (SA)*

*Sexual
Harassment (SH)*

Which term best describes this situation? (Con'td)

INSPIRED BY REAL-LIFE
ALLEGATIONS

III. Mr. Ahmed, who works for a local NGO, develops a serious relationship with a young beneficiary. Whenever he can, he sends her family extra food rations. At one point, he offers to marry her so that he can take care of her in the long term.

*Sexual
Exploitation (SE)*

*Sexual
Abuse (SA)*

*Sexual
Harassment*



Which term best describes this situation? (Con'td)



INSPIRED BY REAL-LIFE
ALLEGATIONS

III. Mr. Ahmed, who works for a local NGO, develops a serious relationship with a young beneficiary. Whenever he can, he sends her family extra food rations. At one point, he offers to marry her so that he can take care of her in the long term.

***Sexual
Exploitation (SE)***

***Sexual
Abuse (SA)***

***Sexual
Harassment (SA)***



Which term best describes this situation? (Con'td)



IV. Mr. Musa works for an international NGO that is based in Sudan, a country experiencing internal conflict, poverty and a host of other challenges. His agency is part of the Humanitarian Country Team alongside WHO. He has been in the country for six months and lives on the same street as Meena, a 14 year-old local girl whom he has become friendly with. Meena's parents discover that Mr. Musa has been having sexual affairs with their daughter and asking for revealing photos of her in "special poses" that he suggests.

INSPIRED BY REAL-LIFE
ALLEGATIONS

***Sexual
Exploitation (SE)***

***Sexual
Abuse (SA)***

***Sexual
Harassment (SH)***



Which term best describes this situation? (Con'td)



IV. Mr. Musa works for an international NGO that is based in Sudan, a country experiencing internal conflict, poverty and a host of other challenges. His agency is part of the Humanitarian Country Team alongside WHO. He has been in the country for six months and lives on the same street as Meena, a 14 year-old local girl whom he has become friendly with. Meena's parents discover that Mr. Musa has been having sexual affairs with their daughter and asking for revealing photos of her in "special poses" that he suggests.

INSPIRED BY REAL-LIFE
ALLEGATIONS

Sexual Abuse (SA)

*Sexual
Exploitation
(SE)*

*Sexual
Harassment (SH)*

Protection from sexual exploitation and abuse (PSEA)

- **“Protection from sexual exploitation and abuse (PSEA)”** refers to responsibilities of international humanitarian, development and peacekeeping actors to prevent and respond to incidents of sexual exploitation and abuse (SEA) by United Nations, NGO, Government implementing partners and intergovernmental organization personnel against beneficiaries of assistance and other members of affected populations. These responsibilities include setting up confidential reporting mechanisms and taking prompt, safe and ethical action when incidents occur.

N.B:

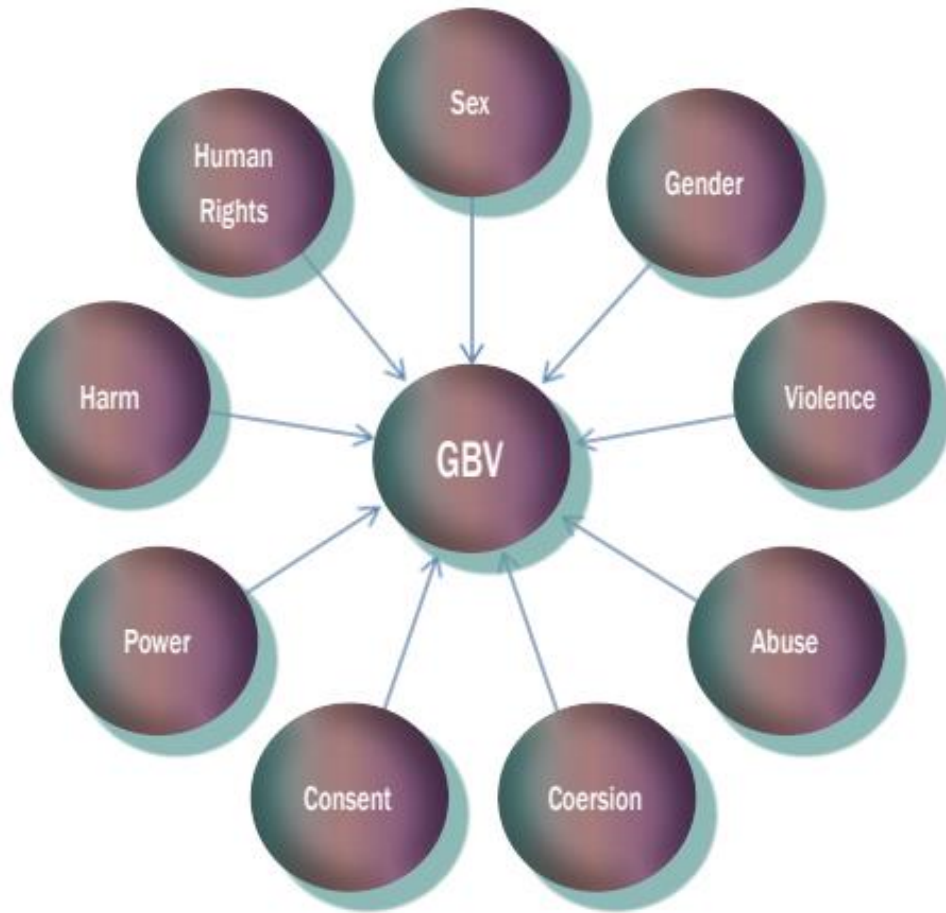
Addressing PSEA is the responsibility of all actors.



- Gender inequality is the unequal treatment or perceptions of individuals based on their gender. This inequality stems from socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate for men and women.
- It results in disparities in power, access to resources, opportunities, and rights, often leading to systematic disadvantages for women and girls.

- Sexual exploitation and abuse (SEA) is **deeply rooted in gender inequality**, as it capitalizes on the systemic power imbalances and discrimination faced by women and girls.
- These inequalities, which are often exacerbated in humanitarian emergency settings, create an environment where perpetrators can exploit their authority and control over resources to manipulate and abuse vulnerable individuals.
- The lack of power and control over **essential resources**, combined with **societal norms** that devalue their rights and voices, **places them at greater risk**. Their dependence on aid and protection services, often controlled by men, further increases their vulnerability to exploitation.
- Addressing SEA requires a comprehensive approach that targets the underlying gender disparities and empowers women and girls to reclaim their rights and dignity.

- Who holds power over the victim?
- Why? How?



- Gender-based violence is an umbrella term for any harmful act that is perpetrated against a person's will, and that is based on socially ascribed (gender) differences between males and females. It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty.
- It is a form of GBV that is perpetrated against someone because of his/her gender.

N.B: GBV is always rooted in gender inequality. It highlights how systemic gender disparities contribute to most forms of violence against women and girls.

- SEA, while often perpetrated against women and girls, can also be driven by other forms of power abuse and inequalities beyond gender.

- GBV Service mapping
- Survivors/Victims Assistance (Service provision)
- Use of referral pathways
- Survivors of SEA receive the same response services through a survivor-centered approach as survivors of other forms of GBV.
- From a prevention and risk mitigation perspective, all of the interventions for GBV risk mitigation contribute to reducing the likelihood of SEA.

- SEA perpetrated by aid workers remains a grave protection concern.
- Grave violation of our responsibility to 'do no harm' and to protect people affected by crises. It brings harm to those we are mandated to protect and assist. PSEA is a part of our commitment to 'do no harm'.
- SEA violate universally recognized international legal norms and standards.
- SEA of affected populations are an unacceptable breach of fundamental human rights, humanitarian principles and a deep betrayal of our core values.

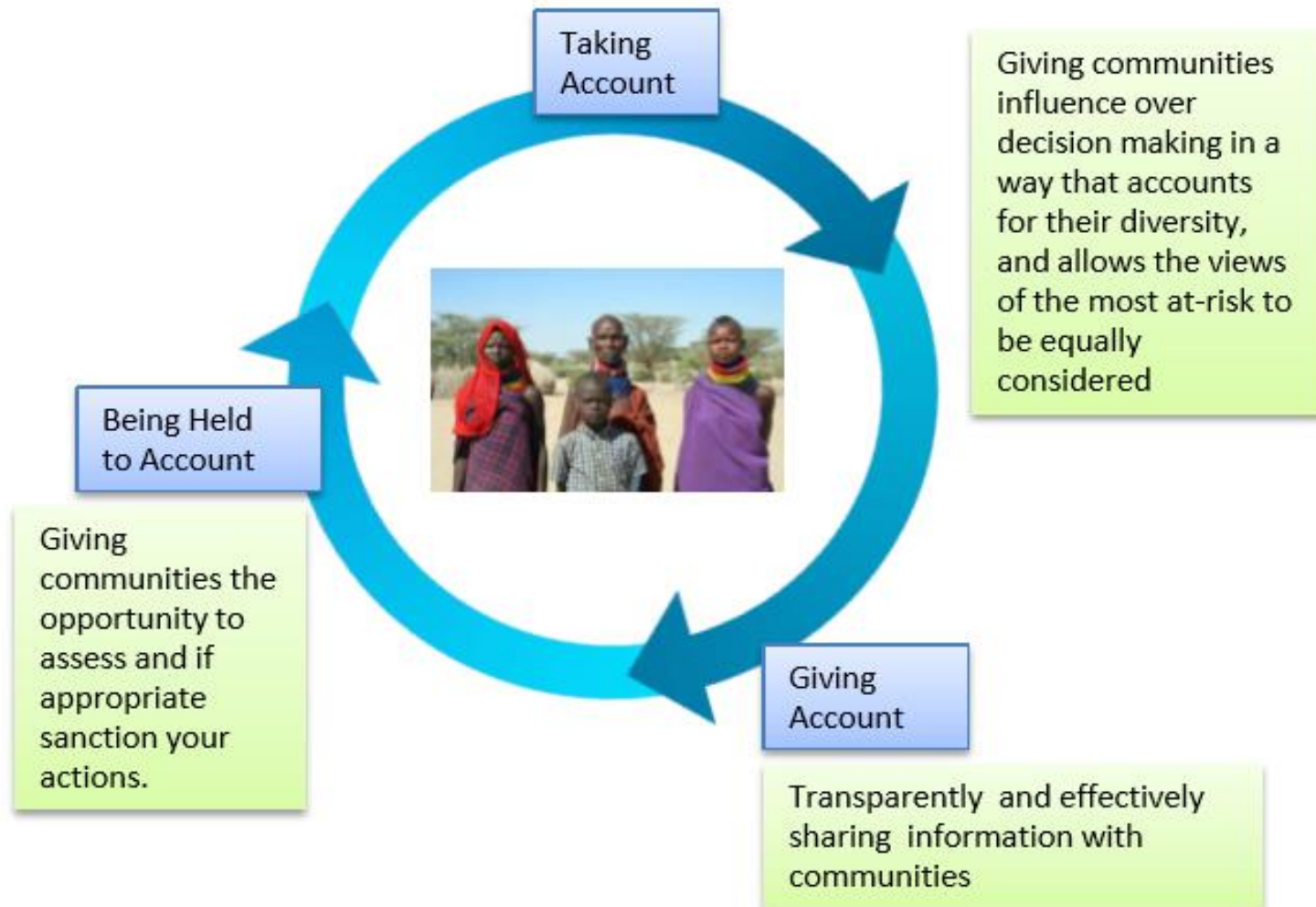
Accountability to affected Populations (AAP) & SEA

- **Affected populations** are the girls, boys, women and men with different needs, vulnerabilities and capacities who are in situations of vulnerability and/or are adversely affected by poverty, conflict, disasters or other crises.
- **AAP** is an active commitment to use power responsibly by taking account of, giving account to, and being held to account by the people humanitarian organizations seek to assist. It also refers to about using power and resources ethically and responsibly.

Accountability to affected Populations (AAP) & SEA (Con'td)

- In practice, this means that people – including children and adolescents – **have a say in decisions** that affect their lives, **receive the information** they need to make informed decisions, **have access to safe and responsive mechanisms** to provide feedback or to complain, and **have equitable access to assistance** in proportion to their needs, priorities and preferences.

Accountability to affected Populations (AAP) & SEA (Con'td)



Accountability to Affected Populations (AAP) & SEA (Con'td)

- The AAP agenda is backed by global commitments and standards that have been developed within the sector. These are the most important standards:
 - IASC Commitments on Accountability to Affected People and Protection from Sexual Exploitation and Abuse (2017)
 - The Core Humanitarian Standard on Quality and Accountability (CHS)
- SEA by UN personnel, their partners or other aid workers against the people they serve constitute one of the most serious breaches of accountability.

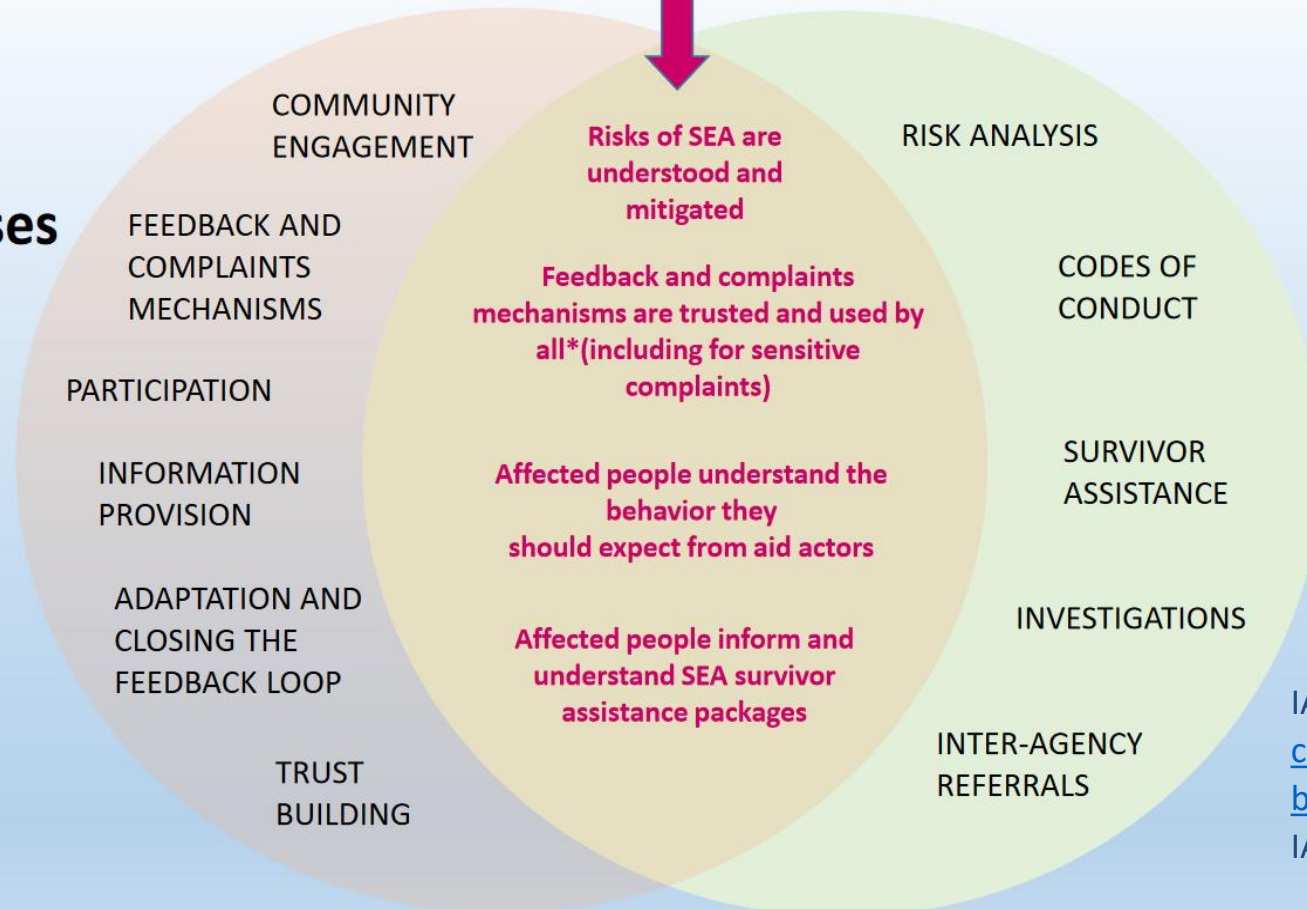
Linking AAP and PSEA

Solutions / Actions

IASC Inter-Agency
Standing Committee

IASC Task Team on
Accountability to
Affected Populations
and Protection from
sexual Exploitation and
Abuse (AAP/PSEA)

**AAP
processes**



IASC. 2018. [Results of collaboration/linkages between AAP and PSEA](#). IASC.

Sexual Exploitation and Abuse (SEA) constitutes the most egregious breach of Accountability to Affected Populations (AAP) and measures must be in place at both the community level (AAP) and organization level (PSEA) to prevent it, protect affected populations from it and contribute to safer programming

*The term 'all' intends to capture all groups in the community; women, men, girls, boys, youth, and older persons, as well as persons with disabilities and specific minority groups without any such distinction

- Vulnerabilities and power imbalances and abuse of power.
- Collapse of traditional society and family support systems.
- Sense of impunity among the perpetrators.
- Lack of adequate implementation of SEA, etc.

- SEA can happen in any settings against anyone but the risks of SEA are heightened in development and humanitarian contexts.
- Community members often have multiple layers of vulnerability.
- Women and children face heightened SEA risks in emergencies where they depend on humanitarian assistance to meet their needs, or on peacekeepers for protection.

(Voice actor's portrayal of testimony)

THOMSON REUTERS
FOUNDATION

The New
Humanitarian|

**I was a World Health
Organization employee.**

WHO
Visiteurs

How this video make you feel?

Write your feeling in the chat box.

- Alarmed
- Confused
- Disillusioned
- Upset
- Out of control
- Angry
- Disinterested

BRAINSTORMING ACTIVITY

Enumerate the following:

1. Consequences of SEA on survivor
2. Impact of SEA on children born as a result of SEA
3. Consequences of SEA on community
4. Consequences of SEA on the perpetrators
5. Consequences of SEA on UN/ other organizations work



Physical harm

- Death, physical harm, pain, trauma, bruising and injuries
- Problems with the reproductive system, unwanted pregnancy, sexual dysfunction (infertility)
- Contracting HIV/AIDs and other sexually transmitted infections, etc.

Emotional and psychological harm:

- Feelings of shame and guilt, fear, confusion, self-harm
- Loss of reputation, self-esteem, anxiety, depression, suicidal behaviour and self-harm
- Eating and sleeping disorders, alcohol and drug abuse, unsafe sexual behaviour
- Post-traumatic stress disorder (PTSD), etc.

Social harm:

Victims may:

- Be stigmatized, ostracized by their communities
- Be beaten by their families
- Be forced to leave home
- Loss of family's financial support, income, employment
- Loss of access to education, opportunity
- In some countries, victims may be arrested by the police, for instance, for sex outside of marriage, etc.

Impact of SEA on children born as a result of SEA

- Severe economic hardship
- Stigmatization and social exclusion
- Denied access to education
- Psycho-social trauma due to neglect, abandonment and/or attachment difficulties with mothers, etc.

Consequences of SEA on community

- Loss of faith, confidence, trust and respect in the UN or other organizations
- Unwanted children
- Drain on resources
- Breakdown of support structures, etc.

Consequences of SEA on the perpetrators

- Loss of job, income and ban from working with the United Nations
- Shame, loss of reputation
- Prosecution, prison
- Safety (security issues) and health may be at risk (STDs, HIV/AIDs)
- Personal life is likely to suffer (rejection by spouse/partner/family), etc.

Consequences of SEA on UN/ other organizations work

- Work of the UN or other organizations damaged
- Credibility and legitimacy of the UN or other organizations work undermined, reputation damaged
- Undermining the UN mandate to protect civilians
- Fuelling human trafficking
- Loss of confidence and trust of affected communities and the host country
- Loss of funding/staff
- Security issues/safety of staff may be at risk, etc.



Accountability

low % cases finalize investigation/ justice



Reporting

barriers for survivors and institutional culture mean underreporting



Assistance

uneven access and quality, with acute gaps in legal aid. Disparity between survivors of SEA and GBV.



Culture Change

living our values

“..., the absence of SEA reports should not be interpreted as an absence of SEA.

Given current reports of SEA incidents across the globe, lack of reports may be a warning that there are inadequate mechanisms on site that the affected population can safely access.”

Drawn from IASC. 2016. [Best Practice Guide Inter-Agency Community-Based Complaint Mechanisms](#). IASC. p. xiii.

1. "UN personnel are above the law."
2. "We did not know."
3. "It is a small minority of men."
4. "A price worth paying."
5. "As long as we have good policies, we have done our bit."

Key messages

- SEA is one form of GBV that constitutes an abuse of power by aid workers against the affected population.
- SEA is deeply rooted in vulnerabilities, power imbalances and abuse of power.
- SEA constitutes one of the most egregious breaches of AAP.
- SEA is a grave violation of our responsibility to 'do no harm' and to protect people affected by crises.

Key messages (Con'td)

- SEA violates universally recognized international human rights' legal norms and standards.
- SEA has serious consequences on the individuals, communities affected, the host country, as well as the Organization.

Breaktime!!! 15 mins



II: PSEA FRAMEWORK AND OUR EXPECTED ROLES

Figures and facts



- In 2023, **758** allegations were received, compared to **534** in 2022 and **265** in 2018.
- Of the 2023 figure, more than half, **384**, were related to UN staff and affiliated personnel. The remainder concerned personnel from partners and non-UN military forces not under UN authority.
- **100** allegations were reported in peacekeeping and special political missions, compared to **79** in 2022.
- Some **143** identified victims were associated with these allegations -**115** adults and **28** children.

Figures and facts (Con'td)

- **90 %** of allegations were from two missions alone: The MONUSCO, including the former MONUC, accounted for **66** allegations – 2/3 of the total – while the MINUSCA accounted for **24**.
- The remaining allegations were recorded in **3** other peacekeeping missions:
 - The United Nations Mission in South Sudan (**6**),
 - the United Nations Interim Force in Lebanon (**1**) and
 - the former United Nations Stabilization Mission in Haiti (**1**), and in two special political missions,
 - the United Nations Assistance Mission for Iraq (**1**) and
 - the recently closed United Nations Integrated Transition Assistance Mission in the Sudan (**1**).



The UN has a zero-tolerance policy with regard to SEA means:

- No complacency, no impunity on SEA.
- Entities associated with the UN are also expected to take decisive action when their personnel engage in SEA.
- It implies for the UN to create and maintain an environment that prevents SEA and a responsibility to provide timely, confidential, and effective investigation, assistance and support to survivors.

UN Secretary-General's Bulletin on PSEA

The SGB outlines a zero-tolerance policy toward SEA (SEA “constitute(s) serious misconduct (and) therefore grounds for disciplinary measures, including summary dismissal”)

It establishes specific standards “in order to further protect the most vulnerable populations, especially women and children” and incorporates the IASC’s Six Principles on PSEA adopted in 2012 (dos’ and don’ts).

UN Secretary- General’s Bulletin (ST/SGB/2003/13)

It applies to all UN staff, uniformed personnel and partners who enter into a contract with the UN, IPs and contractors (including NGOs, consultants, contractors, day labourers, interns, JPOs, UNVs, etc.)

Obliges UN staff to report incidents of abuse, and is binding on all UN staff, including all agencies and individuals who have cooperative agreements with the UN.

When is this Bulletin applicable?



24 hours a day, 7 days a week



Whether or not you are on duty



Wherever you are in the world

IASC Six Core Principles relating to sexual exploitation and abuse as of September 12, 2019

1

1. Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment

SEA constitute acts of gross misconduct and are grounds for termination of employment.

NO SECOND CHANCES

2

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 defence.

Sexual activity with children (<18 yrs) is prohibited.

NO SEX WITH CHILDREN

3

3. 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.

Exchange of money, employment, goods or services for sex is prohibited

DO NOT HIRE/BRIBE ANYONE FOR SEX

4

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.

Any sexual relationship **with beneficiaries** that involves improper use of position is prohibited.

NO SEX WITH BENEFICIARIES

5

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.

Staff and partners are obligated to report any concerns regarding SEA by a fellow worker

ALWAYS REPORT SEA

6

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.”

Staff, partners, managers are obliged to create and maintain an environment which prevents SEA.

DISCOURAGE SEA AROUND YOU

UN Protocol on SEA Allegations involving Implementing Partners (2018)

PSEA Partner Requirements based on the 2018 IP Protocol:

1. Organizational Policy: The partner has a PSEA policy and Code of Conduct.
2. Organizational Management – Subcontracting: Partner's contracts and partnership agreements include a standard clause requiring subcontractors to adopt policies that prohibit SEA and to take measures to prevent and respond to SEA.
3. Human Resources Systems: The partner has systematic vetting procedure in place for job candidates through proper screening of staff for involvement or alleged involvement in SEA or human rights violations.

UN Protocol on SEA Allegations

involving Implementing Partners (2018)/ (Con'td)

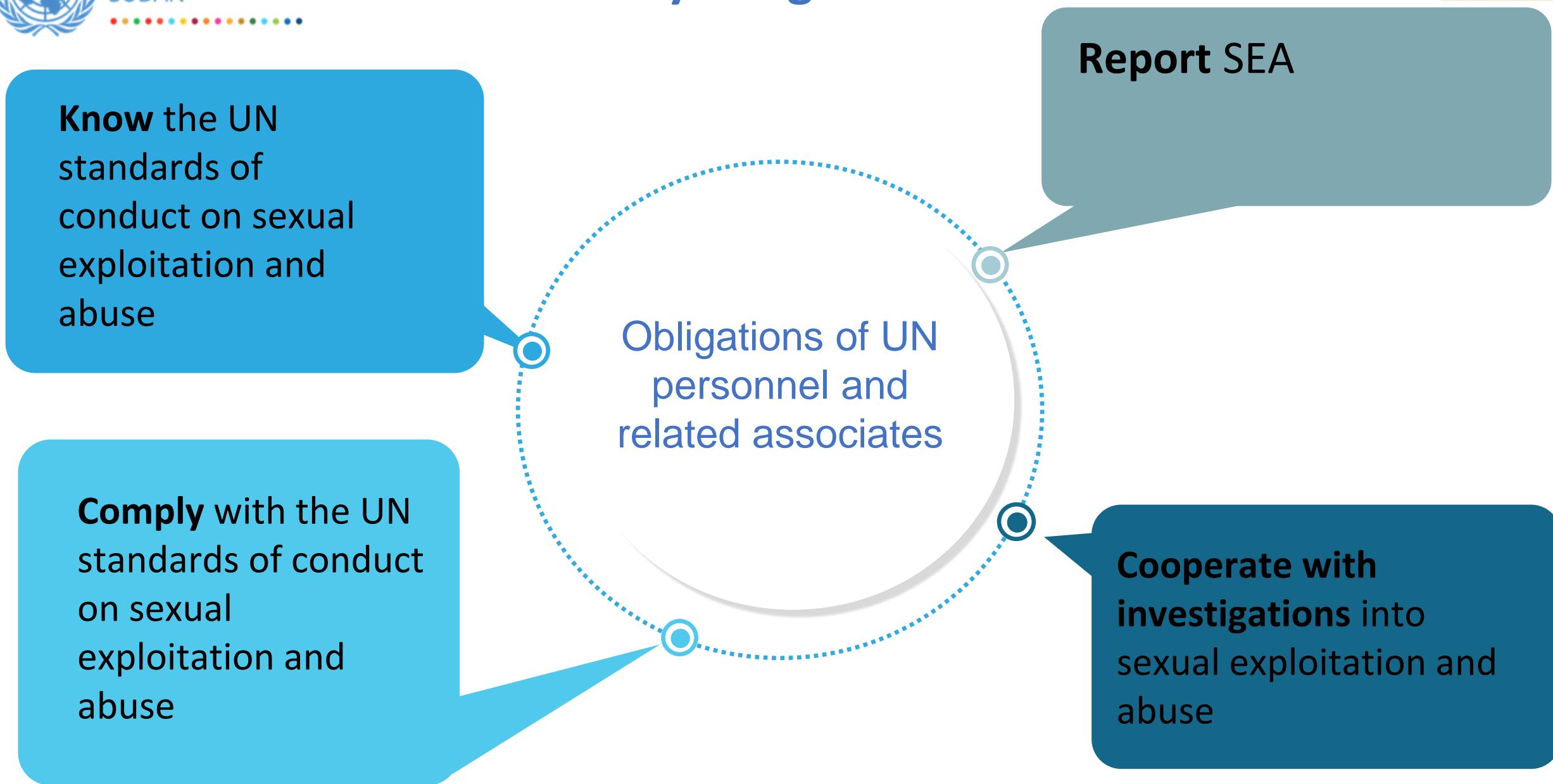
4. Mandatory Training: The partner holds mandatory trainings (online or in-person) for all employees and associated personnel on PSEA and relevant procedures.
5. Reporting: The partner has reporting procedures in place for SEA allegations for employees, contractors/sub-implementing partners and beneficiaries.
6. Assistance and Referrals: The partner can facilitate the referral of SEA victims to specialized service providers.

UN Protocol on SEA Allegations

involving Implementing Partners (2018)/ (Con'td)

7. Investigations: The partner has a process for investigation of allegations of SEA and can provide evidence.
8. Corrective measures: The partner has taken appropriate corrective action in response to SEA allegations, if any.

Key obligations



Roles and responsibilities of personnel in preventing and responding to SEA

MANAGEMENT

- Provide oversight of PSEA prevention and response
- Review and update PSEA-related policies and guidance
- Ensure attention and resources to PSEA across the organization
- Facilitate and oversee investigations of SEA allegations
- Coordinate with other organizations on PSEA, including donors

PSEA FOCAL POINT

- Support senior management to meet their PSEA-related responsibilities
- Report concerns or issues with PSEA implementation to senior management
- Receive reports of SEA allegations and coordinate the response
- Conduct training and awareness-raising of personnel and others on PSEA
- Coordinate with other relevant actors on PSEA, including inter-agency efforts

HUMAN RESOURCES

- Conduct screening for past SEA violations, and other code of conduct and policy violations (e.g. fraud, corruption, abuse of power), as part of recruitment process
- Ensure all personnel sign the organization's code of conduct
- Integrate a PSEA clause in contract agreements, including when subcontracting
- Support communication with personnel during investigation of SEA allegations
- Keep PSEA-related documents of personnel on file, including signed codes of conduct

ALL PERSONNEL

- Uphold the code of conduct and PSEA-related policies
- Actively participate in SEA-related trainings and awareness-raising efforts, including support for dissemination of PSEA materials
- Report allegations of SEA through the designated reporting channels
- Participate in investigations of SEA allegations as appropriate
- Identify and mitigate/avoid SEA-related programme risks (particularly for personnel involved in programming)

No Excuse for Abuse: Preventing Sexual Exploitation and Abuse in Humanitarian Action



- The UN has zero tolerance for SEA.
- A zero tolerance to sexual exploitation and abuse must be applied by all UN personnel and related associates.
- All UN personnel and related associates have the obligation to:
 - Know
 - Comply
 - Report
 - Cooperate

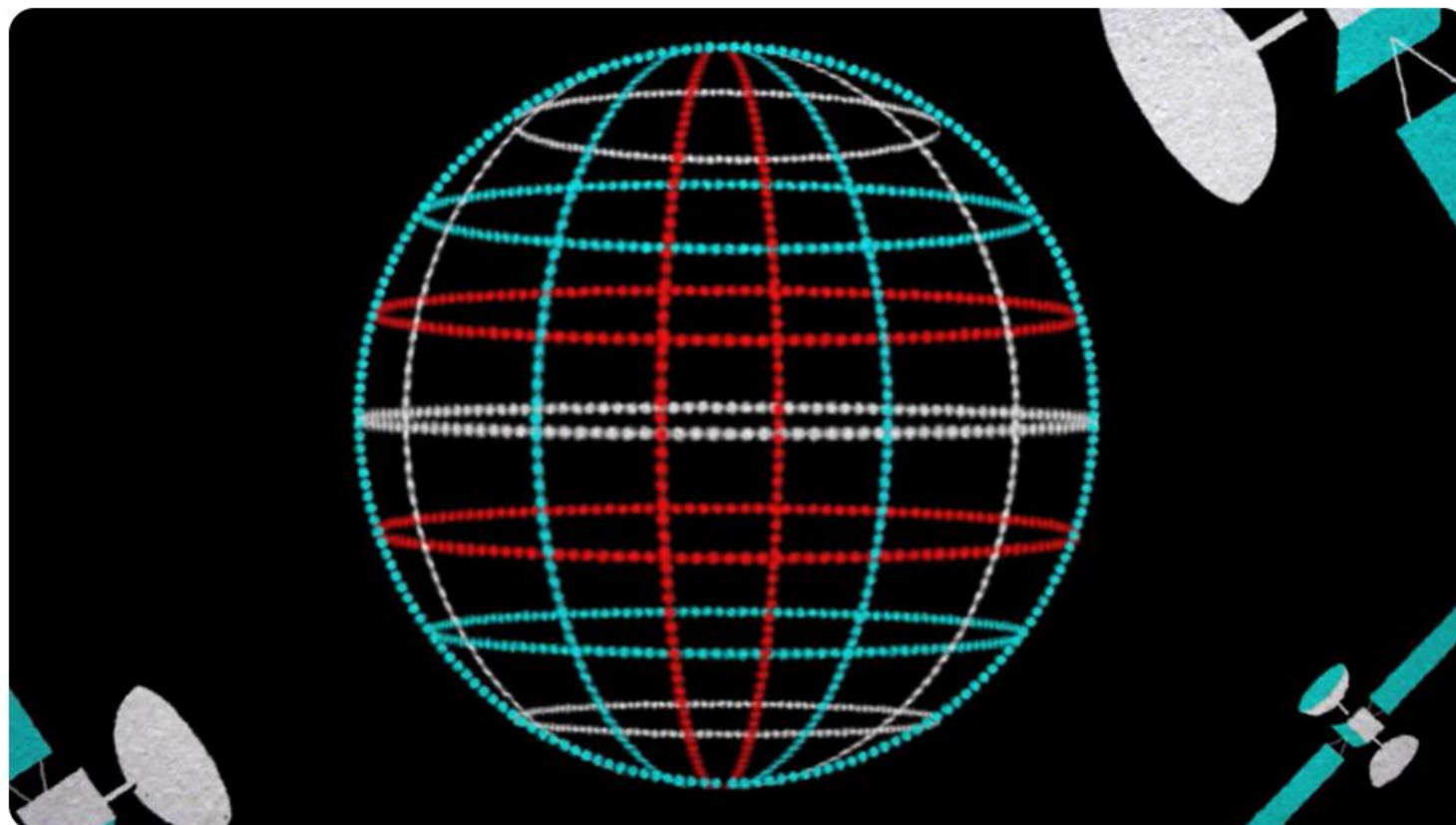
III: REPORTING SEA AND LINKAGES TO VICTIMS/SURVIVORS ASSISTANCE

Information provided through communications materials should be :

- Safe, timely, reliable, relevant, appropriate, equitable, inclusive, context-specific, culturally and gender sensitive around issues that affect their lives, access and availability of services or assistance, people's rights and entitlements and how to exercise them.

N.B: Our responsibility is to support transparent, equitable, two-way communication based on the priority information needs and communication preferences of all groups of vulnerable people in the population.

Communication is aid



N.B: First lot of IEC PSEA materials revised and endorsed by the PSEA Network – SAG could be found at:
<https://drive.google.com/drive/folders/1L-DdLhD-tbxcII7f1cIJ1KMpTtDui0Nc?usp=sharing>.

SUDAN PSEA NETWORK

IASC's core principles relating to sexual exploitation and abuse by humanitarian workers in Sudan

- 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 defence.
- 3 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.
- 4 Any sexual relationship between those providing humanitarian assistance and protection and a person benefiting 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.

To report concerns:

Agency
 Contact name
 Phone number
 Email
 URL

*Adapted from the Ethiopia PSEA Network

شبكة الحماية من الاستغلال والاعتداء الجنسيين في السودان

قواعد بشأن السلوك الجنسي بالنسبة للعاملين في المجال الإنساني

- 1 يمكن أن يتعرض العاملون في المجال الإنساني لإجراءات تأديبية - تصل إلى حد الفصل من العمل - نتيجة قيامهم بسلوك غير مقبول فيما يتعلق بالجنس. وفيما يلي القواعد التي يجب عليهم الالتزام بها...
- 2 يحظر على العاملين في المجال الإنساني إقامة علاقات جنسية مع أي شخص يقل عمره عن 18 عاماً، حتى ولو ذلك الأمر قانوناً في بلدك. كما أن العامل بدفعه عدم معرفتهم بالعمر الحقيقي للشخص ليس بالعدو المشروع.
- 3 يحظر على العاملين في المجال الإنساني إقامة علاقات جنسية بمقابل مادي، أو وعد بالحصول على وظيفة أو تقديم سعة أو خدمات - بما في ذلك السلع والخدمات التي تهدف إلى مساعدة المحتاجين - ويجب ألا يستخدم العاملون في المجال الإنساني عموماً بهذه الأشياء لعمل الآخرين بقلوب أي نوع من السلوك من شأنه أن يزل الإهانة بهم أو يستغلهم ويشمل ذلك دفع أو تقديم المال لممارسة الجنس مع المومسات.
- 4 إن العاملين في المجال الإنساني تأثروا على الأشخاص الذين يحصلون منهم على السلع والخدمات. وهذا يجعلهم في موقع قوة فيما يتعلق بالأشخاص الذين يحتاجون إلى المساعدة. وهذا السبب يشجع المنظمات الإنسانية الموهمة بقوة على عدم إقامة علاقات جنسية مع أي شخص متأثر بحالة طوارئ إنسانية. إن هكذا علاقات تآكل من العمل الإنساني لبيدوا أهل زراهة ومصداقية.
- 5 وفيما لو تبادر إلى أحد العاملين في المجال الإنساني الفلق أو الاشتباه بقيام أي شخص في مؤسسته أو أية منظمة إنسانية أخرى بانتهاك القواعد الإنسانية المتعلقة بالسلوك الجنسي، فيجب عليه الإبلاغ عن ذلك وفقاً للإجراءات الموضوعة من قبل مؤسسته.
- 6 يجب على العاملين في المجال الإنساني خلق والحفاظ على بيئة عمل تمنع وقوع سلوك جنسي غير مقبول وتشجع الموظفين على التعرف على النوع المتصور عليه في مدونة السلوك التي يعملون بموجبها. وثابت بوضع المديرين مسؤولية دعم وتطوير الأنظمة التي تحفظ هكذا بيئة.

الإبلاغ عن أي مخاوف:

اسم الجهة
 جهة الاتصال
 رقم الهاتف
 البريد الإلكتروني
 الموقع الإلكتروني

عدم التسامح إطلاقاً

أخبرنا

These are some reporting channels:

- Verbal complaints
- Written/Notification Alert, Suggestion boxes, Phone (Hotlines / Call centres), SMS feedback loops, Dedicated email addresses, Digital online reporting (U-Report)
- Complaints Desk at facilities/Drop-in “desks”
- Safe Spaces (Women and Girls/Adolescent/Child Friendly Spaces)
- Health Centres/Facilities

- Supply Distribution Sites (Health, Nutrition, Food and NFI)
- Focus group discussions
- Targeted or randomized 1-to-1 interviews by community workers
- Informal visits and Q&A with beneficiaries
- Community training
- Monitoring Evaluation Accountability & Learning (MEAL) activities, etc.

These are some reporting channels criteria:

- Respect and non-discrimination
- Confidential
- Accessible
- Safe
- Transparent
- Accountable (with procedures to safely handle SEA complaints timely)
- Culturally, gender, child friendly –sensitive
- Known and trusted by communities

Sudan – CFM Services Mapping and AAP Channels

- Sudan – CFM Services Mapping and AAP Channels
- CFM and Service Mapping Tool

Sudan - CFM Services Mapping and AAP Channels

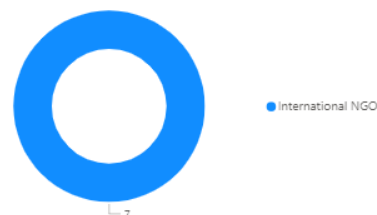
as of [Date]

Agencies **7**

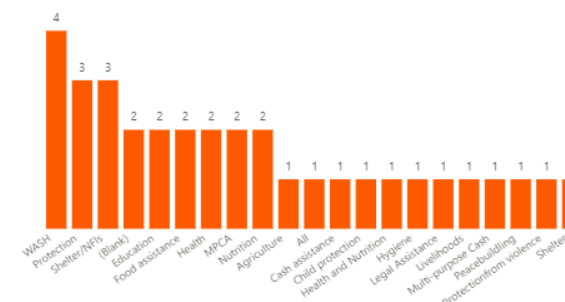
States **16**

Localities **47**

Types of agency implementing CFM Services



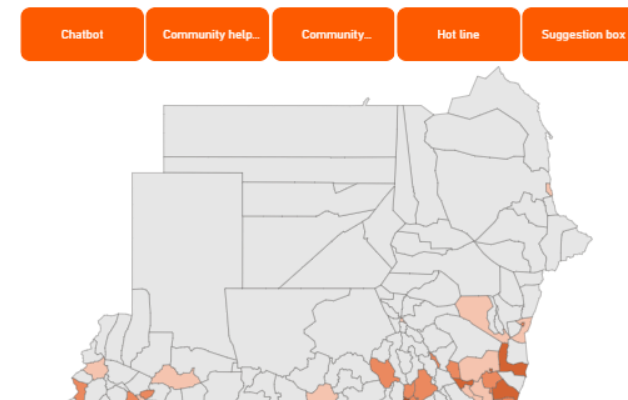
Number of agencies by sectoral coverage (see the tooltips for the details)



AAP channels by agency, by State and by Locality ● Available ◆ Not available

Agency/State/Locality	Hot line	Chatbot	Community help desks	Community networks/face to face	Suggestion box
<input type="checkbox"/> ACTED					
<input type="checkbox"/> Blue Nile					
Ed Damazine	◆	◆	●	●	●
<input type="checkbox"/> Gedaref					
Madeinat Al Gedaref	◆	◆	●	●	●
<input type="checkbox"/> Sennar					
Sennar	◆	◆	●	●	●
<input type="checkbox"/> White Nile					
Kosti	◆	◆	●	●	●
<input type="checkbox"/> ALIGHT					
<input type="checkbox"/> East Darfur					
Abu Karinka	◆	◆	◆	●	●
Ad Du'aym	◆	◆	◆	●	●
Adila	◆	◆	◆	●	●
Yassin	◆	◆	◆	●	●
<input type="checkbox"/> Gedaref					
Al Mafaza	◆	◆	●	●	●
Golabat Ash-Shargiah	◆	◆	●	●	●
<input type="checkbox"/> Kassala					
Madeinat Kassala	◆	◆	◆	●	●

Number of agencies with existing CFMs in a Locality (see the tooltips for the details)



Reporting SEA: Key considerations

- Reporting SEA is mandatory for all UN personnel and related associates, not discretionary.
- Suspicion/concern of sexual exploitation or abuse by any humanitarian worker anywhere must be reported. (SG Bulletin).
 - **You do not have to know if the allegation is true or not...**
 - **You do not have to be sure whether it is SEA or not...**
 - **You do not have to find a witness or someone to fill a complaint form...**
 - **DO NOT investigate to see whether a rumor is true or not.**
- Focus on concerns and rumors.

N.B: If you are aware of concerns or suspicions, you must report! Failure to report is also considered misconduct.

- Confidentiality for respect to right to privacy and safety.

Confidentiality measures:

- No name or identifying information in reports (victim, perpetrator, witnesses, complainant and staff reporting the allegation).
 - Limited disclosure i.e. on a need to know basis (Be careful with printer).
-
- Due diligence.
 - Reporting “immediately” means that the allegation is dealt with as a priority and expeditiously.

Four steps to take:

1. Do everything you can to prohibit and prevent SEA.
2. Immediately report to any allegations, concerns or suspicions of SEA.
3. Take appropriate action when SEA has occurred.
4. Include the SEA provisions in all subcontracts.

To whom?

- There are multiple channels.
- Not necessary to follow the normal chain of command or go through your supervisor.

Some reporting options:

- Executive Office (Human Resources Chief)
- Head of Office
- SEA Focal Point
- Outside source – SEA Focal Point or HoO in another agency, OIOS, etc.

The Incident

- When did it occur? Where?
- What happened?

The Survivor

- Who is the survivor?
- Can he/she be contacted for follow-up? If so, how and when?
- Does the survivor need assistance?

The Complainant

- Who is the complainant?
- Can he/she be contacted for follow-up? If so, how?

The Alleged Perpetrator

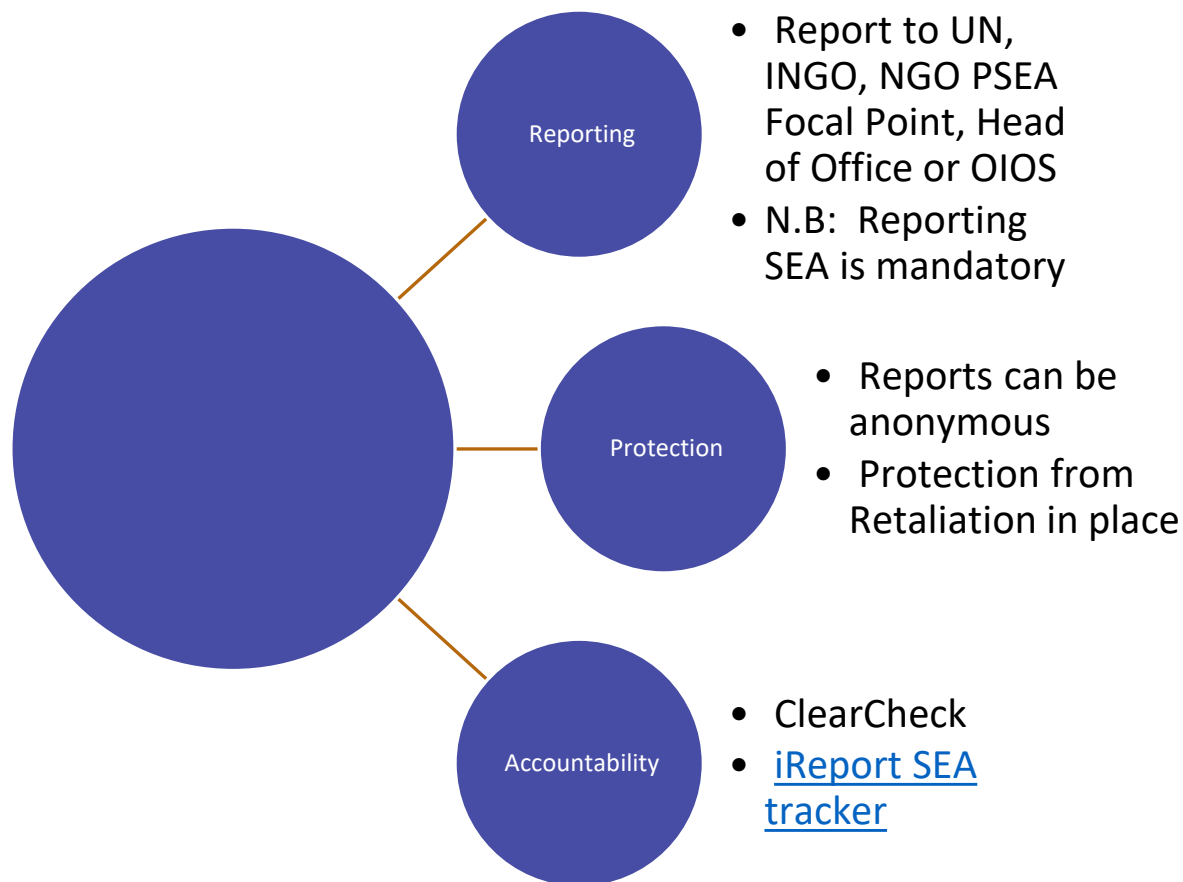
- Who is the alleged perpetrator?
Name
- Where does he/she work?
(Organization/location)
- What does he/she do?
- Contact details?

N.B: Complaints should include as much detail as possible – but we must respect confidentiality when requested.

Reporting: You are protected

- Confidentiality.
- Retaliation against a staff member because he/she made a good faith report of SEA is prohibited by another SGB, referred to as the “whistle blower SGB.”
- Fraudulent allegations that you know are false are misconduct and not protected.

Where and how to report?



Reporting to the PSEA Focal Point of the concerned organization (country representative); or if the perpetrator is unknown, to the Inter-Agency PSEA coordinator (anne-judith.ndombasi@un.org)


Investigations hotline

To provide confidential reports of waste, fraud, mismanagement or other wrongdoing in the United Nations, please contact OIOS:

Submit online reporting form:

REPORT WRONGDOING 

Call hotline at:

 + 1 212 963 1111 (24 hours a day)

Referrals for immediate professional assistance



Principles of Survivor Assistance (2019 UN Victim Assistance Protocol):

- Support is not dependent on the outcome of an investigation or participation in the investigation.
- Privacy, confidentiality, and informed consent must be respected.
- Survivors have the right to decide what, if any, assistance they need.
- Assistance should be accessible and adapted to all regardless of age, gender, (dis)ability, race, religion, etc.
- Children require specialized services.
- Organizations must follow the principle of “Do No Harm”.



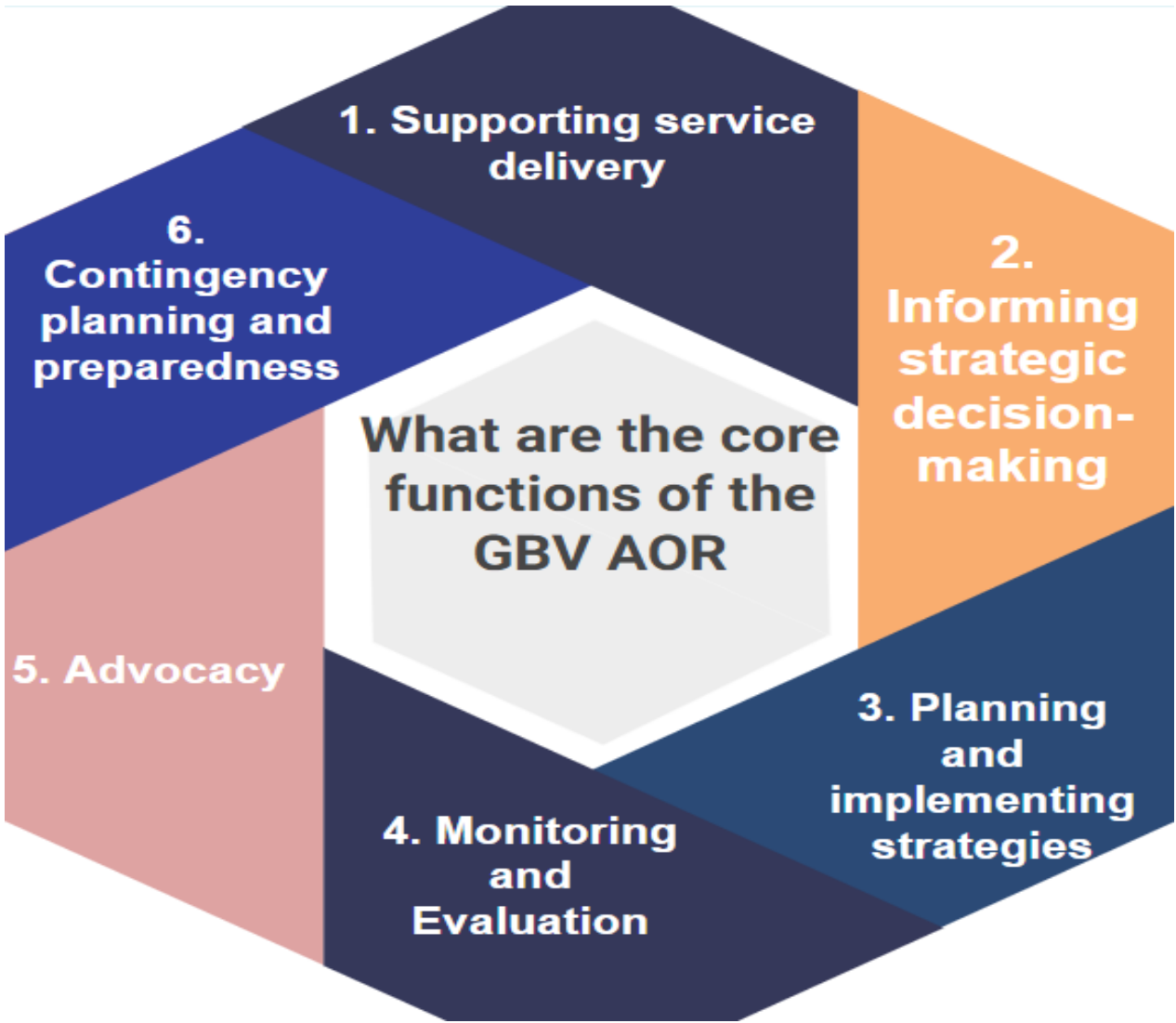
GBV Coordination overview



15 GBV WGs
(approximately 270 Members)

178 Members **74** Organizations **16** Women Led Organizations

- 28** INGOs
- 27** LNGOs
- 9** UN Agencies
- 6** Donors
- 3** Others
- 1** Government



Key principles of the survivor-centered approach

RESPECT

All actions you take are guided by respect for the survivor's choices, wishes, rights and dignity

SAFETY

The safety of the survivor is the number one priority

CONFIDENTIALITY

People have the right to choose to whom they will or will not tell their story. Maintaining confidentiality means not sharing any information with anyone without the survivor's consent

NON-DISCRIMINATION

Providing equal and fair treatment to anyone in need of support

What are referrals?

- The processes by which a survivor gets in touch with professionals and/or institutions regarding her case.

AND

- The processes by which different professional sectors communicate and work together, in a safe, ethical and confidential manner, to provide the survivor with comprehensive supports

What is a “referral pathway”?

- A flexible mechanism that safely links survivors to supportive and competent services.

AND

- Can include any or all of the following: Health, Psychosocial, Security and Protection, Legal/Justice, and/or Economic Reintegration support

How to assist GBV/SEA survivors

PREPARE

LOOK

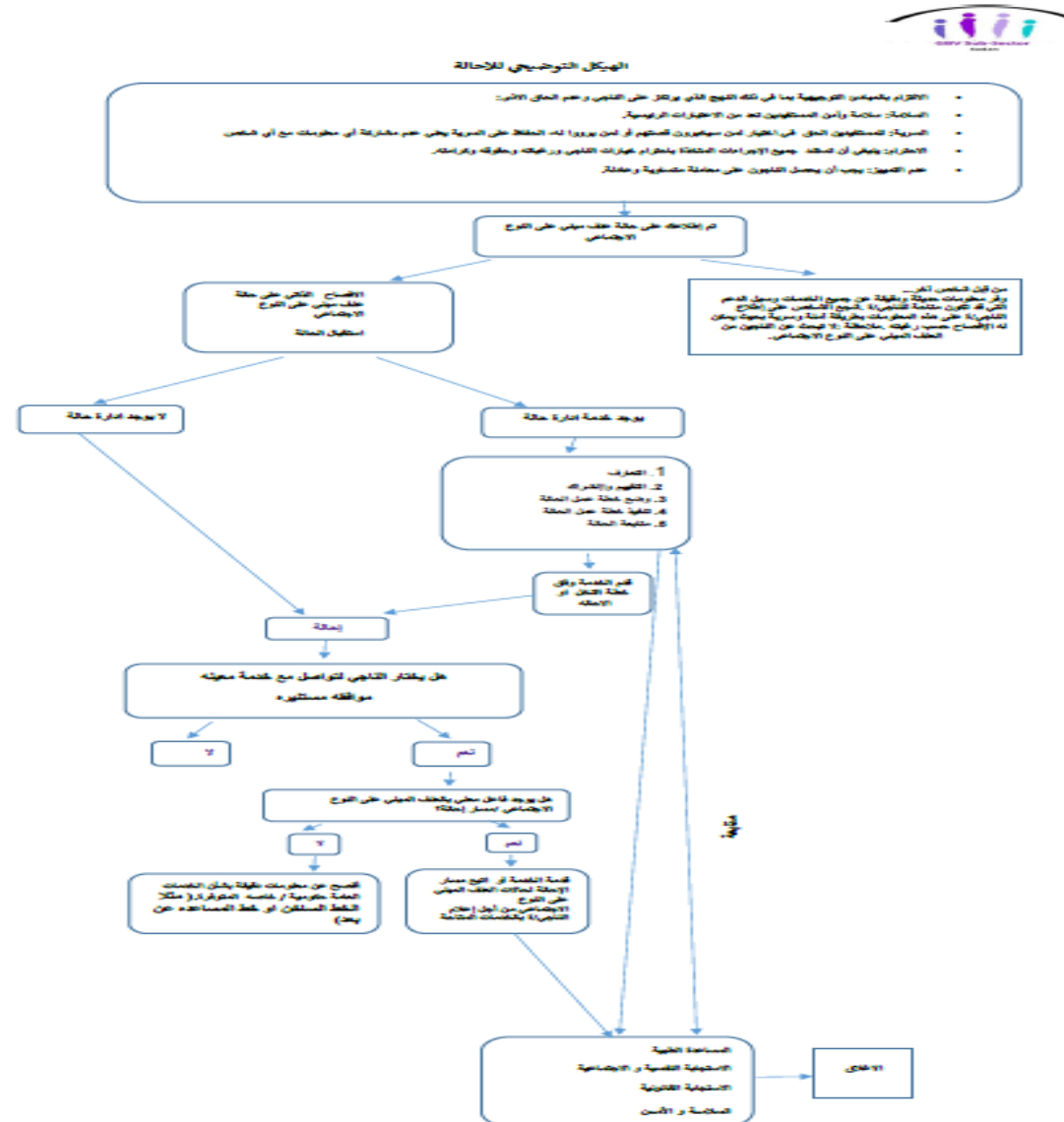
LISTEN

LINK

Always Remember

- The needs of the survivor come first.
- Maintain confidentiality.
- Allow the survivor to express their emotions in whatever form they are – some people are quiet, others are angry and yelling, others may be crying and so on.
- Listen to the survivor and ask how you can help. Do not ask questions about what happened or the details of the incident, instead emphasize that you are there to be a listening ear to whatever the survivor wants to share.
- Do NOT share information about the survivor or the incident with anyone. It is important to remember that you can do everything right, but you are not going to fix this person's experience or take away their pain.
- If you are concerned about the wellbeing of a survivor or if he/she has received the appropriate support, follow up directly with the service provider.
- Do NOT reach out to the survivor directly.

- 42 Referral pathways are regularly updated – frequent changes
- Due to the sensitivity referral pathways are not shared except for direct service providers – state level GBV WG coordinators – are facilitating referral



Key messages

- Information provided through communications materials are critical for reporting SEA (allegations, rumors and cases)
- If you are aware of concerns or suspicions, you must report! Failure to report is also considered misconduct.
- We are committed to applying an end-to-end victim/survivor-centred approach to sexual exploitation and abuse (SEA).

Join us, join the PSEA Network !

**Senior PSEA (Inter-agency) Network
Coordinator:**

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Any comments
or questions?

Thank you!

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