

**Protection from Sexual Exploitation, Abuse and Harassment**

**Training resources**

1. Mandatory training for all uniformed and civilian personnel:

[Online training programme on PSEA](https://elearning.un.org/psp/PUNATQ/?cmd=login&languageCd=ENG)

The training programme covers the UN Standards of Conduct concerning sexual exploitation and abuse, including what qualifies as prohibited behavior and the consequences and impact of sexual misconduct on peacekeeping personnel, operations and host populations. The programme consists of two mandatory courses: one for all personnel (LMS-2398) and a second for managers and commanders (LMS-2399). The training programme complements the pre-deployment training that Member States are responsible for providing to their uniformed personnel, and the in-situ training that uniformed and civilian personnel receive.

1. Suggested training:

* *Online Training*

1. The Prevention of Sexual Exploitation and Abuse (PSEA) [e-learning course](https://agora.unicef.org/course/info.php?id=7380), En, UNICEF AGORA

This training is mandatory for all UN Funds and Programmes Personnel including volunteers and contractors, whether at Headquarters or at other duty stations. Through discussion, examples and case studies, the course will familiarize you with the UN Standards of Conduct on Sexual Exploitation and Abuse and your obligations to uphold these standards, what you can do to prevent Sexual Exploitation and Abuse and how to report such abuses by UN Personnel.

1. [Safeguarding Essentials course](https://kayaconnect.org/course/info.php?id=1424), En, Humanitarian Leadership Academy (HLA) Kaya online learning

The course is a self-guided and self-paced online course that is experiential, thought-provoking and rich in interactivity. It is written at an introductory level and is modularized to facilitate easy engagement and suit practitioners in the field. It is both a pathway to understanding what safeguarding is and how you can help tackle safeguarding breaches.

1. [Free Guide to Responding to Sexual Violence in the Aid Workplace](https://get.disasterready.org/responding-to-sexual-violence/), En, access by smartphones, Disaster Ready.

Take 10 minutes to learn information and action steps to help survivors of sexual violence and abuse find the support they need including medical care, psychosocial support, accountability, and legal justice.

1. [Free Guide to Caring for Sexual Assault Survivors](https://get.disasterready.org/survivor-centered-care-for-sexual-assault/), En, access by smartphones, Disaster Ready. Learn the principles for helping survivors of gender-based violence (GBV) and sexual violence with competent, compassionate, and confidential care.
2. [Course Materials for PSEA](https://www.interaction.org/blog/course-materials-for-preventing-sexual-exploitation-and-abuse/), En, InterAction Basic Training Guide; Community-Based Complaints Mechanism Workshop; Investigations Workshop; Management of Investigations Workshop, etc.

* *Face to Face Training*

1. [PSEA Training Workshop in 2020](https://www.chsalliance.org/get-support/training/), face to face, CHS Alliance

(May change to online training since COVID19)

SEA investigations for managers workshop targets on senior managers responsible for managing internal investigations and those who are responsible for development or review of organizational policy relating to sexual exploitation and abuse. Also workshop for mid to senior level staff who are, or may be, designated to investigate allegations of staff misconduct within their organization. Courses usually include presentations, discussions, case studies, practical activities, role plays and other exercises promotion a lively and positive learning environment.

1. IASC Learning Package on Protection from Sexual Misconduct for UN Partners organizations: Info [Brochure](https://unitednations.sharepoint.com/:b:/r/sites/OCHAPSEA/Shared%20Documents/Prevention/InterAgency%20Training%20for%20Partners%20Sexual%20Misconduct%20-%20Brochure.pdf?csf=1&e=f7r8Kd) & [Leaflet](https://unitednations.sharepoint.com/:b:/r/sites/OCHAPSEA/Shared%20Documents/Prevention/InterAgency%20Training%20for%20Partners%20Sexual%20Misconduct%20-%20Info%20Leaflet.pdf?csf=1&e=OsiJtv)

[Launch page with package download links](https://interagencystandingcommittee.org/iasc-learning-package-protection-sexual-misconduct-un-partner-organizations)

An interactive and innovative learning package that aims to raise awareness among IASC partner staff and ensure they have the skills and tools to define, detect and respond to sexual misconduct. This one-day in-person training uses case studies, testimonies, group discussions, creative team and role-play activities, powerful videos and thought-provoking questions to promote dialogue and learning.  Due to COVID-19, sessions have been adapted and focused to ensure maximum reach and impact to ultimately strengthen PSEA efforts during the COVID-19 response until in-person training sessions are again possible.

* *Virtual Reality Training*

1. [Safeguarding Training VR experience](https://www.youtube.com/watch?v=8pOxSrYGviI&feature=youtu.be), Humanitarian Leadership Academy (HLA)

[Learning design framework](https://bodyswaps.co/learning-design-framework.pdf); [Official website for Safeguarding VR experience](https://bodyswaps.co/project/safeguarding-vr/)

A practical complement to the [self-guided e-learning course](https://kayaconnect.org/course/info.php?id=1424) which covers the essentials of safeguarding. This VR experience is designed to empower aid workers to practice conversations with survivors since the traditional options are not scalable or emotionally engaging enough. It’s co-developed with BODYSWAPS and piloted by the UNHCR, Save the Children, ILO and the Norwegian Refugee Council. The app will be distributed for free on the Oculus Quest as well as through Cardboard versions available on iOS and Android in 2020.

Specifically, the learner gets an opportunity to use his or her own voice and body language and practice having a conversation with a virtual human named Susan; a survivor of a safeguarding incident. The learner then gets personalised recommendations on how to improve and an opportunity to restart the conversation.

1. Other resources
2. [Guidelines for investigations](https://www.chsalliance.org/get-support/resource/guidelines-for-investigations/), En, Sp, Fr, Arb, CHS Alliance

Aims to assist our colleagues in humanitarian and development contexts who conduct or manage investigations into serious allegations, including sexual exploitation and abuse (SEA) as well as allegations of fraud and corruption committed by humanitarian and development staff.