Protection from Sexual Exploitation and Abuse

A MESSAGE TO ALL STAFF AND HUMANITARIAN WORKERS

1 RECOGNIZE:
Sexual Abuse and Exploitation is strictly prohibited

- Know the rules and adhere to the Code of Conduct.
- Any sexual activity with a child (person under the age of 18) is considered sexual abuse regardless of consent or local laws. Not knowing the person's true age is not an excuse.
- It is strictly forbidden to exchange money, employment, goods or services with anyone for sexual favors.
- Sexual exploitation and abuse will result in dismissal.

Know and abide by the rules and get trained.

✓ Be Informed ✗ No excuse for sexual misconduct

2 REPORT:
Don't expect someone else to!

- You must report any concerns or suspicions regarding sexual abuse and exploitation promptly to your organization.
- You don't have to be certain; you don't have to know for sure.
- Know your organization's reporting and complaints procedures and follow them.

Do Not try to investigate. Report it promptly.

✓ Report ✗ Investigate

3 RESPOND:
Know how to respond if you are contacted by a survivor

- Consider safety and wellbeing of the survivor andoffer comfort.
- Respect the confidentiality and wishes of the survivor
- Give accurate information to the survivor about all available services, including medical and psychosocial support.
- If agreed and requested by survivor make referrals as appropriate.

Survivor safety and dignity is the first priority.

✓ Listen ✓ Reassure ✗ Criticize or judge

TO REPORT CONFIDENTIALLY:

In emergency situations, notify the police by calling 112 and notify your organization immediately.

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