Regional Refugee Response for the Ukraine Situation
PSEA NETWORK, POLAND

RECOMMENDED FREE PSEA-RELATED ONLINE TRAININGS AND RESOURCES FOR PARTNERS OF THE PSEA NETWORK

PREVENTION AND RESPONSE

1) 'Saying No to Sexual Misconduct': IASC Learning Package on Protection from Sexual Misconduct for UN partner organizations (training materials) One-day in-person training. English, Russian, Polish, Ukrainian.

Saying No to Sexual Misconduct' is 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.

The contents are based on an IOM learning package on protection from Sexual Exploitation and Abuse. Working closely with WFP and UNHCR, IOM coordinated the adaptation of the package into an interagency product, expanded to include Sexual Harassment.

Access on: https://interagencystandingcommittee.org/iasc-learning-package-protection-sexual-misconduct-un-partner-organizations

2) Prevention of sexual exploitation and abuse (PSEA) e-learning course. Duration: 1.5 hrs. Author: UNICEF. English, Polish, Russian.

The Prevention of Sexual Exploitation and Abuse (PSEA) e-learning course is mandatory for all UN Funds and Programmes Personnel, including staff, consultants, individual contractors, stand-by personnel, UN volunteers, interns and other persons who work for the UN under an individual contract, whether at Headquarters or at other duty stations. Personnel of implementing partners and institutional contracts associated with the UN are also strongly encouraged to take this course.

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. If you are a manager (Head of Office / Head of Department), you will learn about additional responsibilities to enforce the UN standards of conduct.

Objectives:

- Explain what you can do to prevent sexual exploitation and abuse of the local and displaced population
- Define the UN standards of conduct on sexual exploitation and abuse and understand your obligations as UN personnel
- Describe how to report sexual exploitation and abuse
- Understand the consequences of such abuses

- Describe what managers, heads of office and heads of department must do to enforce the UN standards of conduct

Access on: https://agora.unicef.org/course/info.php?id=7380 (English); https://agora.unicef.org/course/info.php?id=41524 (Polish): and https://agora.unicef.org/course/info.php?id=30625 (Russian).

3) Free Online Course to Mitigate the Risk of Sexual Exploitation and Abuse in Aid Distribution. English. Ukrainian. Author: Empowered Aid

Informed by Empowered Aid's evidence-based results, this self-paced course is free and available to all learners interested in mitigating the risk of sexual exploitation and abuse (SEA) in aid distribution, monitoring and evaluation (M&E), and programming. It is grounded in principles and tools for increasing aid actors' and researchers' engagement with diverse women, girls, and other members of crisis-affected communities and applying the expertise they share.

Through interactive learning activities, case studies, and video interviews with the Empowered Aid team, learners will gain knowledge on the Empowered Aid findings, recommendations, and participatory processes so they can better listen to women and girls, turn their knowledge into action, and increase their safety in aid distribution.

Access on: https://empoweredaid.gwu.edu/online-course-and-community?fbclid=IwAR2GKCZVV85v6fQLMBS61PyG5bzSxIWC-XaOPMKpLUWNKpSf4S6Dyh1Ouyk

4) Sexual Exploitation and Abuse "101" e-learning. English. Author: InterAction

This introductory e-learning to Sexual Exploitation and Abuse is an audio-visual tool to introduce participants key concepts and principles relates to PSEA, the international framework, organizational processes, key actions, steps to be taken and resources.

Access on: https://www.interaction.org/courses/sea101v2/

5) Safeguarding Matters. Duration 4.5 hrs. English. Author: The Resource Safeguarding Hub (RSH).

In this 4.5-hour curriculum, you will learn key facts about safeguarding through scenario-based examples based on a fictitious civil society organisation called Family Health Frontiers (FHF). Throughout the five courses in this series, you will join the FHF team as they seek to become a safer organisation and navigate safeguarding challenges.

Objectives:

- Define safeguarding terms and responsibilities within an organisation.
- Examine the importance of workplace behaviours in safeguarding and safeguarding due diligence for organisations and partners.
- Identify key safeguarding activities within the programme cycle, leadership, and organisational culture for safe programming and practices.
- Describe how to address a safeguarding incident report, make an initial assessment, support the investigation process, and undertake an internal safeguarding review.

- Define the basic principles for ensuring safe monitoring, evaluation, and learning (MEL) including gathering feedback on safeguarding through routine monitoring activities and identifying and mitigating risks.

Access on: https://ready.csod.com/ui/lms-learning-details/app/curriculum/77c86cef-1480-4d6a-9635-825a6e23d6be

6) Understanding and Using the CHS PSEAH Index. Duration 1 hr. English. Author: CHS Alliance.

This 1-hour course will help you to understand and use the CHS PSEAH Index, to integrate elements to better prevent and respond to sexual exploitation, abuse and harassment in your own, and your organization'swork.

Objectives:

- Describe the purpose and importance of the PSEAH Index.
- Recognise the structure of the PSEAH Index and how it relates to the broader CHS commitments.
- List six ways the index can support organisations to implement PSEAH.
- Identify how the PSEAH Index can support your own work.
- Recall where to find additional resources and support.

This module has been designed for all humanitarian and development workers, to highlight their direct or indirect responsibilities related to PSEAH. This includes, but is not limited to, programmes staff of any kind, managers of all levels, HR, and PSEAH Focal Points.

Access on: https://ready.csod.com/ui/lms-learning-details/app/course/6bfed9c5-bc6a-445b-bab4-a420dc98d6d7

7) Safeguarding Essentials package tool. English. Author: Safeguarding Support Hub.

This package is based on the global standards on SEAH (click here to read more on the standards). The package includes the most essential safeguarding measures that organisations should have in place. The Safeguarding Journey expands on this package and provides additional measures to include in your organisational safeguarding system.

Access on: https://safeguardingsupporthub.org/essentials

8) Whistleblower Protection Guidance tool. English. Author: CHS Alliance.

Safe and effective whistleblowing protects everyone involved with aid: the people affected by crises, aid workers and the organisation itself. By identifying problems or harm, organisations can ensure that misconduct or wrongdoing is acted upon.

This resource has been created by CHS Alliance to provide practical guidance and a policy framework for CHS Alliance members and other organisations to develop or update their own whistleblowing policy and to help foster a culture in which people feel safe to speak up. This document also supports organisations to better meet organisational responsibilities under CHS Commitments 3, 5 and 8.

This guidance is designed to assist:

- Humanitarian and development organisations developing a whistleblowing policy and who want to understand and follow good practice.
- Experienced professionals who want to review an existing whistleblowing policy.
- Leaders or managers seeking to make informed decisions about their investment in whistleblowing protection development and implementation, to foster an environment where reporters feel safe and supported.

Access on: https://www.chsalliance.org/get-support/resource/whistleblower-protection-guidance/

9) Survivor-Centered Care for Sexual Assault. Duration: 10-minute online course + ready-to-go mobile guide. English. Author: The International Rescue Committee (IRC) designed this guide in collaboration with the Cornerstone OnDemand Foundation.

This learning resource is designed to offer guidance on how to provide competent, compassionate, and confidential care for survivors of sexual assault and gender-based violence. It is primarily aimed at health care professionals, with some training and technical experience in gender-based violence management, but could be useful for other professionals responding to GBV cases. It provides guidance on understanding the factors and consequences of sexual violence, and the guiding principles for helping survivors with follow-up care. Ready to Go Mobile Guides, with a downloadable PDF included with the course, are designed specifically for mobile devices (smartphones and tablets) to support learners on the go.

Access on: https://ready.csod.com/ui/lms-learning-details/app/course/30009c60-0a11-4f68-93ec-d3bb1e682ab1

10) Support on the Go and Ukraine response. Duration: 15 minutes approx. (per course/module). English, Polish, Romanian, Russian, Ukrainian, German. Author: Plan International.

Support on the Go is a project from Plan International. It is a digital app to help respondents who work in communities. The short, easy-to-use courses are available for people on mobile devices – and in the language they prefer to read. It has been designed to support people who work remotely. Respondents and volunteers can now connect to guidance that helps them in their job, remotely, while on the move. For the Ukraine Response, Plan International has worked to create a series of content that will help reinforce safeguarding in the response, in collaboration with and the feedback and support of friends across the humanitarian aid sector.

Access on: https://link.edapp.com/ZnS3sFCPnpb

SEA INVESTIGATIONS

1) Investigating Allegations of Sexual Exploitation and Abuse (e-learning course for partners) - Duration 5 hrs. Author: UNHCR.

Objectives:

- Explain the legal basis for your organization's investigations into SEA allegations
- Apply a victim-centered approach and fundamental standards of investigation
- Follow the steps of the investigative phases: complaint intake, investigation, conclusion.

The course is primarily intended for implementing partners of the United Nations, who are directly conducting investigations of allegations of sexual exploitation and abuse within their organization. It can however also be useful for other partners, who are engaged in different functions with PSEA in humanitarian settings, to enhance their knowledge of the investigative process and the applicable standards and principles.

Access on: https://ready.csod.com/ui/lms-learning-details/app/course/1e12df7a-8d2e-4e16-8163-55bd4a402d9c

2) Foundations of SEAH Investigations e-learning. Duration: 1.5 hrs. English. Authors: CHS Alliance and Humentum.

In this 90-minute curriculum, you will learn about the foundations of sexual exploitation, abuse, and harassment (SEAH) investigations, the purpose of investigations, the different roles and responsibilities, the phases of SEAH investigations, and the investigation principles.

The curriculum consists of two modules based on a fictional case study. The second module contains a test were you must achieve a passing score of 70% to complete the curriculum and receive your certificate. The test may be attempted an unlimited number of times.

Objectives:

- Define the key terms in SEAH investigations and the purpose of SEAH investigations.
- Identify the key aspects of the principles of SEAH investigations.
- Identify and define the phases of a SEAH investigation.
- Identify the contexts in which remote investigations occur.
- This training is designed for anyone wishing to gain a better understanding of Sexual Exploitation Abuse and Harassment (SEAH) investigations and how they are conducted.

Access on: https://ready.csod.com/ui/lms-learning-details/app/curriculum/8eebd182-733b-4f18-b243-b6002f5b2c2a

3) Managing Sexual Exploitation and Abuse Investigations e-learning. English. Author: InterAction.

Objectives:

- Access key tools and resource materials to assist in managing investigations.
- Identify the key responsibilities of managing investigations.
- Provide general guidance for managing investigations.

Access on: https://www.interaction.org/courses/sea201v2/

4) Investigation Planning Tool. English. Author: InterAction

This document is designed to assist you to plan your investigation.

Access on:

https://www.interaction.org/courses/sea201v2/story_content/external_files/investigation_planning_tool.pdf

5) Outcome of Investigations tool/template. English. Author: InterAction.

Access on: https://www.interaction.org/courses/sea201v2/story_content/external_files/outcome_of_investigations.pdf

6) Investigation report outline template. English. Author: InterAction.

Access on: https://www.interaction.org/courses/sea201v2/story_content/external_files/investigation_report_outline.pdf

RISK MANAGEMENT

1) How-to-Note: How to carry out a safeguarding risk assessment. Authors: The Resource Support Hub.

This global tool provides an overview of the safeguarding risk assessment process. For specific examples of safeguarding risks and direct access to the tools, review the RSH Nigeria risk assessment and management tool. Safeguarding risks include risks of sexual abuse, exploitation and sexual harassment (SEAH) and other harms that may be caused by an organisation, its staff or representatives or its programmes. Every civil society organisation (CSO) faces a broad range of safeguarding risks. Also, as situations, dynamics, relationships, and therefore risks, may change over time, a risk assessment is a continuing process. A safeguarding or SEAH risk assessment is central to every CSO's safeguarding prevention and response measures.

Access on: https://safeguardingsupporthub.org/sites/default/files/2021-06/How-to%20Note_Global_Risk%20Assessment_Final.1.pdf