



ORGANIZATION FOR SOCIAL SERVICES, HEALTH AND DEVELOPMENT  
(OSSHD)

Prevention of Sexual Exploitation and Abuse (PSEA) Policy

January, 2024



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## 1. Introduction and Purpose

The purpose of the PSEA (Preventing Sexual Exploitation and Abuse) policy is to establish guidelines and procedures to prevent and address incidents of sexual exploitation and abuse within an organization. OSSHD is committed to PSEA is rooted in its dedication to creating a safe and respectful environment for all individuals it interacts with, including staff, beneficiaries, partners, and other stakeholders. The organization recognizes that sexual exploitation and abuse can cause significant harm and violates the rights and dignity of individuals. Therefore, it is committed to taking proactive measures to prevent such incidents, as well as promptly responding and providing support to survivors in case of any reported incidents. By implementing the PSEA policy, the organization aims to foster a culture of accountability, transparency, and respect, ensuring that all individuals associated with the organization are aware of their responsibilities, rights, and the consequences of engaging in sexual exploitation and abuse. The organization also emphasizes the importance of community engagement, awareness raising, and training to effectively prevent and address PSEA issues. In summary, the PSEA policy reflects the organization's commitment to preventing sexual exploitation and abuse, promoting a safe and inclusive environment, and upholding the rights and dignity of all individuals involved in its operations.

## 2. Definition of Sexual Exploitation and Abuse

All employees must understand the differences between sexual exploitation and sexual abuse and the implications of these behaviors. Here are some clear definitions of these terms:

**Sexual exploitation:** Sexual exploitation involves any sexual activity or behavior that takes advantage of another person's vulnerability. This can include but is not limited to, using power or authority to coerce someone into sexual activity, offering something of value in exchange for sexual favors, or engaging in sexual activity with someone unable to give consent due to their age, mental state, or other factors. Examples of sexual exploitation include sexual harassment, sexual assault, forced prostitution, and trafficking.



**Sexual abuse:** Sexual abuse involves any sexual activity or behavior that is non-consensual and violates another person's rights and boundaries. This can include but is not limited to, unwanted touching, sexual assault, rape, and sexual harassment. Examples of sexual abuse include unwanted touching, sexual assault, rape, and sexually suggestive comments or gestures.

It is important to note that sexual exploitation and abuse can have both physical and psychological impacts on survivors, and the consequences can be long-lasting and severe. By ensuring that all employees understand the definitions of these terms, the organization can create a shared understanding of what behaviors are unacceptable and how to prevent and respond to incidents of sexual exploitation and abuse.

### **3. Prohibition of Sexual Exploitation and Abuse**

Sexual exploitation and abuse are strictly prohibited within the organization. The organization has a zero-tolerance policy towards any form of sexual exploitation and abuse, and all employees, volunteers, partners, and contractors are expected to adhere to this policy. The organization recognizes that sexual exploitation and abuse can cause serious harm to individuals and communities and can undermine the effectiveness of its programs. Therefore, the organization is committed to preventing and responding to incidents of sexual exploitation and abuse promptly, effectively, and with compassion and care for the survivors. OSSHD clearly states that sexual exploitation and abuse are strictly prohibited within the organization, the organization sends a strong message that it takes these issues seriously and is committed to creating a safe and respectful work environment for all.

This prohibition against sexual exploitation and abuse applies to all individuals associated with or working for the organization. This includes employees, volunteers, contractors, partners, and anyone else who is directly or indirectly affiliated with the organization. The organization is committed to ensuring the safety and well-being of all individuals it engages with, and it expects the same commitment from all those associated with it. Everyone, regardless of their role or position, is expected to uphold the highest standards of ethical conduct and to treat others with respect, dignity, and professionalism. By extending this prohibition to all individuals associated with or working for the organization, the organization reinforces the message that sexual



exploitation and abuse will not be tolerated in any capacity and that accountability and consequences will apply to anyone who violates this policy. This inclusive approach helps to create a culture of safety and respect throughout the organization.

#### 4. Implementation and enforcement of the PSEA policy

The organization ensures the implementation and enforcement of the PSEA policy throughout its operations through various measures, including:

**Establishing clear guidelines and procedures:** The PSEA policy outlines the organization's expectations and standards for preventing and addressing incidents of sexual exploitation and abuse. The policy is communicated to all staff, beneficiaries, partners, and other stakeholders to ensure that everyone is aware of their responsibilities and the consequences of engaging in PSEA.

**Conducting background checks and vetting processes:** The organization conducts thorough background checks and vetting processes for all staff and contractors to ensure that they do not have a history of sexual exploitation and abuse.

**Providing training and capacity building:** The organization provides regular training and capacity building to all staff, beneficiaries, partners, and other stakeholders to raise awareness about PSEA issues, identify potential risks, and equip individuals with knowledge and skills to prevent and respond to incidents of sexual exploitation and abuse.

**Establishing reporting mechanisms:** The organization has established clear and accessible reporting mechanisms for individuals to report incidents of sexual exploitation and abuse. The reporting mechanisms are confidential, safe, and non-discriminatory, and individuals can report anonymously if they choose.

**Conducting investigations and disciplinary action:** The organization conducts thorough investigations into reported incidents of sexual exploitation and abuse and takes appropriate disciplinary action against individuals found to have engaged in such behavior. This includes terminating employment or contracts, reporting incidents to relevant authorities, and providing support to survivors.



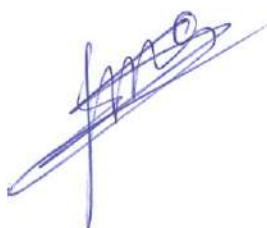
**Monitoring and evaluation:** The organization regularly monitors and evaluates its PSEA policy and practices to ensure that they are effective and responsive to evolving needs. This includes collecting and analyzing data on reported incidents, conducting feedback and satisfaction surveys, and reviewing and updating policies and procedures as needed.

In summary, the organization ensures the implementation and enforcement of the PSEA policy throughout its operations through a comprehensive approach that includes clear guidelines and procedures, background checks, training and capacity building, reporting mechanisms, investigations and disciplinary action, and monitoring and evaluation.

## 5. Reporting Mechanism

Establishing a confidential and accessible reporting mechanism for incidents or suspicions of sexual exploitation and abuse is crucial to ensuring that the organization can effectively respond to such incidents. The organization has set up a confidential and accessible reporting mechanism for any incidents or suspicions of sexual exploitation and abuse. Anyone who experiences or witnesses any form of sexual exploitation and abuse is strongly encouraged to report the incident or suspicion to the organization through the reporting mechanism. The reporting mechanism is confidential and can be accessed through various channels, including a dedicated phone number, email, or in-person reporting to a trusted staff member. The organization takes all reports of sexual exploitation and abuse seriously and will initiate an investigation promptly and impartially. The organization will provide support and assistance to the survivor throughout the reporting and investigation process, including access to medical care, counseling, and legal support. By establishing a confidential and accessible reporting mechanism, the organization aims to create a safe and supportive environment for survivors to speak out and seek help, and to hold perpetrators accountable for their actions. The organization recognizes that reporting sexual exploitation and abuse can be difficult, and it is committed to providing a compassionate and non-judgmental response to all reports.

The organization strongly encourages all employees to report any concerns related to sexual exploitation and abuse without fear of retaliation. It is essential to create an environment where individuals feel safe and confident in coming forward with their concerns. To ensure that

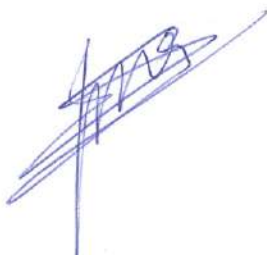


reporting is accessible and confidential, the organization provides multiple reporting options. Employees can report their concerns to a designated PSEA (Prevention of Sexual Exploitation and Abuse) focal point within the organization. These focal points are trained individuals who are well-versed in handling sensitive matters and ensuring the confidentiality of the reporting process. Additionally, the organization has set up a dedicated phone number that employee can call to report their concerns. This number ensures confidentiality and provides a direct and immediate means of reporting incidents or suspicions of sexual exploitation and abuse. Furthermore, employees also have the option to report their concerns through an email address specifically designated for this purpose. This allows individuals to document and convey their concerns in writing, providing an additional avenue for reporting that may be more comfortable for some. By offering multiple reporting options, the organization aims to accommodate different preferences and ensure that employees can report their concerns in a manner that feels most appropriate and comfortable for them. The organization emphasizes that reporting is crucial and that all concerns will be treated seriously, and investigated thoroughly, and appropriate action will be taken to address the situation.

## 6. Investigation Process

To initiate and conduct investigations into reported incidents of sexual exploitation and abuse, the organization follows a well-defined procedure to ensure impartiality, confidentiality, and a fair process for all parties involved. Here is an outline of the general steps involved:

- 1. Receipt of the report:** The organization receives the report through the designated reporting channels, such as the PSEA focal point, dedicated number, or email. The report is treated with utmost confidentiality and sensitivity.
- 2. Preliminary assessment:** A preliminary assessment is conducted to determine the nature and seriousness of the allegations. This helps in determining the appropriate course of action and the level of investigation required.
- 3. Appointment of an investigator:** An impartial investigator is appointed to carry out the investigation. The investigator is trained in handling sensitive matters and has no personal or professional conflicts of interest with the individuals involved in the case.



4. **Gathering of evidence:** The investigator collects evidence through interviews with the complainant, witnesses, and any other relevant individuals. Relevant documents, photographs, or any other supporting materials are also collected to strengthen the investigation.
5. **Confidentiality and privacy:** Throughout the investigation, confidentiality and privacy are maintained to the extent possible, while ensuring that the investigation is thorough and fair. The identities of the complainant and witnesses are protected, and information is shared on a need-to-know basis.
6. **Interviews and statements:** The investigator conduct interviews with all parties involved, ensuring a respectful and supportive environment. Statements are recorded accurately and without bias.
7. **Analysis and conclusion:** The investigator analyze the evidence collected and reaches a conclusion based on the balance of probabilities. The conclusion is impartial, taking into account all available information.
8. **Reporting and recommendations:** A detailed investigation report is prepared, outlining the findings and recommendations. The report is shared with appropriate authorities within the organization for further action, which may include disciplinary measures, legal actions, or other appropriate responses.
9. **Support and follow-up:** Throughout the investigation process, support is provided to the complainant and any affected individuals. This may include access to medical care, counseling, legal support, and other necessary assistance. The organization is committed to ensuring that the investigation process is fair, transparent, and conducted with the utmost professionalism. By following this outlined procedure, the organization aims to address reported incidents of sexual exploitation and abuse effectively, while upholding the principles of impartiality, confidentiality, and fairness for all parties involved.

## 7. Disciplinary measures

If allegations of sexual exploitation and abuse are substantiated through a thorough investigation, the organization takes appropriate disciplinary measures to address the misconduct. The specific disciplinary measures may vary depending on the severity of the



offense, local laws, and organizational policies. Here are some examples of disciplinary measures that may be taken:

- **Termination of employment:** If the substantiated allegations involve an employee, termination of employment may be considered as a disciplinary measure. This ensures that the individual can no longer engage in any activities that could harm others within the organization or the communities they serve.
- **Suspension:** In some cases, suspension from duty may be imposed as a disciplinary measure, particularly if the substantiated allegations require further investigation or if the organization needs time to assess the situation and decide on appropriate action.
- **Revocation of privileges:** If the individual involved holds any special privileges or access within the organization, such as leadership positions or decision-making authority, these privileges may be revoked as a disciplinary measure. This helps to prevent the individual from using their position for further harm.
- **Training and education:** As part of the disciplinary process, individuals found guilty of sexual exploitation and abuse may be required to undergo specific training and education programs to increase awareness, promote understanding of the consequences of their actions, and prevent future misconduct.
- **Legal actions:** If the substantiated allegations constitute a criminal offense, the organization may report the incident to the appropriate law enforcement authorities. Legal actions, including prosecution, may be pursued in accordance with local laws.

It's important to note that the disciplinary measures taken by the organization aim to ensure accountability and prevent the recurrence of sexual exploitation and abuse. The organization is committed to upholding the rights and well-being of all individuals, and takes these matters seriously. Additionally, the organization may also implement measures to prevent retaliation against those who report incidents and provide support and assistance to survivors. This includes offering counseling services, referrals for medical or legal support, and creating a safe and supportive environment for all individuals involved. Each case is unique, and the



specific disciplinary measures taken will depend on the circumstances and the organization's policies and legal requirements.

## 8. Survivors Support and Care

Supporting survivors of sexual exploitation and abuse is of paramount importance. It is crucial to ensure that appropriate services and assistance are readily available to help survivors heal, recover, and rebuild their lives. Here are key reasons why supporting victims is vital:

**Empowering survivors:** Providing support and assistance to victims of sexual exploitation and abuse empowers them to regain control over their lives. By offering comprehensive support, survivors are given the resources and tools they need to heal, rebuild their self-esteem, and move forward toward a brighter future.

**Ensuring access to justice:** Supporting victims includes ensuring they have access to justice. This involves providing them with information about their rights, and legal options, and assisting them in navigating the legal process. Access to justice helps survivors seek accountability for the harm they have endured and contributes to preventing future incidents.

**Addressing immediate and long-term needs:** Victims of sexual exploitation and abuse often have immediate and long-term needs that require attention. This can include medical care, counseling, therapy, and access to safe accommodation. By providing these services, we can support survivors in their journey toward healing and recovery.

**Mitigating the impact of trauma:** Sexual exploitation and abuse can have severe and lasting impacts on survivors, including physical, emotional, and psychological trauma. By offering appropriate services and assistance, we can help mitigate the negative effects of trauma, promote healing, and support survivors in their path toward resilience.

**Fostering a safe and supportive environment:** Supporting victims sends a clear message that their well-being and safety matter. It helps create a culture of accountability, where sexual exploitation and abuse are not tolerated. By fostering a safe and supportive environment, we can encourage survivors to come forward, report incidents, and seek the help they need.



**Preventing revictimization:** By offering support and assistance, we can help prevent revictimization. This includes providing survivors with information on self-protection, awareness, and prevention strategies. It also involves addressing systemic issues and implementing measures to ensure the safety and well-being of vulnerable individuals.

In summary, supporting survivors of sexual exploitation and abuse is essential for their well-being, empowerment, and access to justice. By providing appropriate services and assistance, we can help survivors heal, recover, and rebuild their lives, while also working towards preventing future incidents and creating a safer society for all.

## 9. Confidentiality and privacy

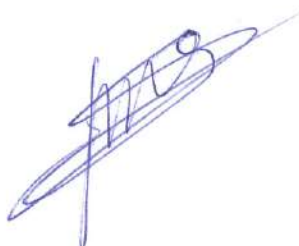
Confidentiality concerns are understandable, especially in sensitive situations like sexual exploitation and abuse. It is crucial to address these concerns and reassure employees that their privacy will be respected to the extent permitted by law. Here's how we can address confidentiality concerns and provide reassurance:

**Clear communication:** Ensure open and transparent communication with employees about the organization's policies and procedures regarding confidentiality. Clearly explain the limits of confidentiality, such as mandatory reporting obligations and legal requirements that may require disclosure of certain information.

**Confidential reporting mechanisms:** Establish confidential reporting mechanisms, such as phone number, dedicated email addresses, or anonymous reporting channels. Assure employees that their reports will be handled confidentially and that their identity will be protected to the extent possible under the law.

**Limited access to information:** Limit access to information about reported cases to only those individuals who need it to carry out their responsibilities. This helps ensure that sensitive information remains confidential and is only shared on a need-to-know basis.

**Professional and trained staff:** Ensure that staff members who handle reports and investigations are trained in handling sensitive information and are committed to maintaining confidentiality.



This includes providing guidance on ethical considerations and emphasizing the importance of respecting employee privacy.

**Legal compliance:** Clearly communicate the organization's commitment to complying with relevant laws and regulations regarding privacy and confidentiality. Reassure employees that their personal information will be handled in accordance with applicable legislation and organizational policies.

**Support services:** Make employees aware of the support services available to them, such as counseling, legal assistance, or referrals to external agencies. Emphasize that these services are provided with confidentiality in mind and that their privacy will be respected.

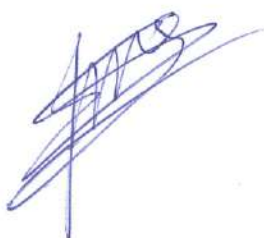
**Non-retaliation policy:** Assure employees that the organization has a strict non-retaliation policy in place. This means that individuals who come forward with reports or allegations will be protected from any form of retaliation or negative consequences.

**Ongoing communication:** Continuously communicate with employees about the progress of investigations, while respecting the privacy and confidentiality of all parties involved. This helps maintain trust and transparency throughout the process.

It's important to note that while confidentiality is a priority, there may be legal obligations or compelling reasons that require disclosure of certain information. Reiterate the organization's commitment to balancing confidentiality with the need for appropriate action and protection of all individuals involved. By addressing confidentiality concerns and reassuring employees that their privacy will be respected to the extent permitted by law, we can create an environment where employees feel safe to come forward with their concerns, knowing that their confidentiality will be protected to the best of our ability.

## 10. Consequences of Non-Compliance

It is crucial to clearly state the consequences for non-compliance with the Policy on Preventing Sexual Exploitation and Abuse (PSEA). By doing so, OSSHD can emphasize the seriousness of the matter and ensure accountability. Here are some key points to consider when outlining the consequences:



**Disciplinary Actions:** non-compliance with the PSEA policy may result in disciplinary actions. These actions should be proportionate to the severity of the violation and may include verbal or written warnings, suspension, demotion, loss of privileges, or termination of employment or contract.

**Investigation Process:** any reported incidents of sexual exploitation and abuse will be thoroughly investigated following a fair and impartial process. Emphasize that all parties involved will be allowed to provide their account and present evidence.

**Confidentiality:** confidentiality will be maintained throughout the investigation process to protect the privacy and well-being of all parties involved. Assure employees that retaliation against individuals who report violations will not be tolerated.

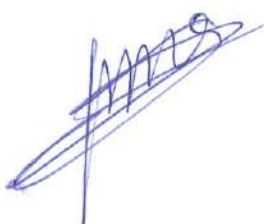
**Reporting Mechanism:** the reporting mechanism, including the channels and individuals to whom incidents of sexual exploitation and abuse should be reported. Assure that all reports will be taken seriously and promptly addressed.

**Cooperation with Authorities:** the organization will fully cooperate with relevant authorities, such as law enforcement agencies, if any incidents of sexual exploitation and abuse are reported and require legal action.

**Awareness and Training:** all employees are expected to be aware of and fully comply with the PSEA policy. Emphasize the organization's commitment to providing regular training and awareness programs to ensure understanding and compliance.

**Prevention Measures:** the organization is committed to taking proactive measures to prevent sexual exploitation and abuse. This may include promoting a safe and respectful work environment, conducting regular risk assessments, and implementing measures to address power imbalances and create accountability.

OSSHHD by clearly stating the consequences for non-compliance with the PSEA policy, it can reinforce the importance of adhering to the policy and fostering a culture of accountability and respect. It sends a strong message that sexual exploitation and abuse will not be tolerated, and



those who violate the policy will face appropriate disciplinary actions, including termination of employment or contract if necessary.

## 11. Policy Review and Monitoring

It is essential to review the PSEA policy periodically to ensure that it remains effective and compliant with legal requirements. By doing so, organizations can identify any gaps, emerging issues, or changes in the legal or regulatory landscape that may affect the policy's relevance or applicability. Here are some key points to consider when communicating about the policy review:

**Frequency of Review:** the frequency of the PSEA policy review, which may vary depending on organizational needs, risk factors, or legal requirements. the policy may be reviewed annually

**Criteria for Review:** the criteria for reviewing the PSEA policy, may include its effectiveness in preventing sexual exploitation and abuse, alignment with legal and regulatory requirements, the clarity of language and definitions, and the adequacy of reporting and response mechanisms.

**Stakeholder Participation:** we will ensure that stakeholders, including employees, partners, beneficiaries, and other relevant parties, are involved in the policy review process. Their input and feedback can provide valuable insights into the policy's strengths, weaknesses, and areas for improvement.

**Compliance Monitoring:** the organization will monitor compliance with the revised PSEA policy, including the reporting and response mechanisms. Any non-compliance will be addressed promptly and appropriately.

## 12. Code of Conduct and Awareness

The organization's code of conduct is crucial to explicitly state expectations for behavior and interactions within the workplace. A well-crafted code of conduct can help create a safe, respectful, and inclusive workplace culture. Here are some key elements that should be included in the code of conduct:

**Core Values:** The code of conduct should begin with a statement of the organization's core values, such as integrity, respect, and inclusivity. These values should be clearly defined and explained in the context of workplace behavior and interactions.



**Prohibited Conduct:** The code of conduct should explicitly state prohibited conduct, such as discrimination, harassment, retaliation, and other forms of misconduct. It should also provide examples of such behavior to help employees recognize and avoid it.

**Reporting Mechanisms:** The code of conduct should include information on how to report violations of the code, including the process for filing a complaint, the individuals or departments to whom complaints should be addressed, and the confidentiality measures that will be taken.

**Investigation and Enforcement:** The code of conduct should describe the process for investigating and enforcing violations, including the disciplinary measures that may be taken against violators.

**Training:** The code of conduct should emphasize the importance of training as a means to prevent violations and promote a positive workplace culture. It should also provide information on the type and frequency of training that employees will receive.

**Non-Retaliation:** The code of conduct should include a non-retaliation policy, stating that employees who report violations or participate in investigations will not face retaliation or adverse consequences.

**Compliance with Laws and Regulations:** The code of conduct should emphasize the importance of compliance with all applicable laws and regulations, including those related to workplace behavior and interactions.

**Responsibility:** The code of conduct should emphasize that employees have a responsibility to follow the code, report violations, and contribute to a positive workplace culture. In summary, including a section on the organization's code of conduct is essential to explicitly state expectations for behavior and interactions within the workplace. The code should be comprehensive, clear, and aligned with the organization's values and mission. By providing guidance on acceptable behavior, reporting mechanisms, investigation and enforcement procedures, and training, the code of conduct can help create a safe, respectful, and inclusive workplace culture.



### 13. Policy Acknowledgment

Requiring all employees, volunteers, contractors, and partners to sign an acknowledgment stating that they have read, understood, and will abide by the PSEA policy is a critical step in ensuring accountability and adherence to the policy. Here are some key points to highlight regarding the requirement of signing an acknowledgment:

**Commitment to PSEA:** Emphasize that the acknowledgment demonstrates a commitment to upholding the principles and standards outlined in the PSEA policy. By signing the acknowledgment, individuals acknowledge their responsibility to prevent sexual exploitation and abuse and contribute to creating a safe and respectful environment.

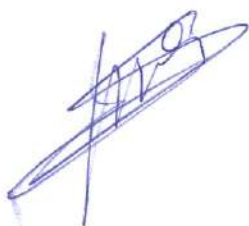
**Understanding and Awareness:** Highlight that signing the acknowledgment signifies that the individual has read and understood the contents of the PSEA policy. It ensures that they are aware of their roles, responsibilities, and the behaviors expected of them to prevent and respond to incidents of sexual exploitation and abuse.

**Consistency and Uniformity:** Explain that requiring everyone, including employees, volunteers, contractors, and partners, to sign the acknowledgment ensures consistency and uniformity in the organization's approach to PSEA. It establishes a clear expectation that all individuals associated with the organization are accountable for upholding the policy.

**Documentation and Records:** Communicate that the signed acknowledgments serve as important documentation and records of individuals' commitment to the PSEA policy. These records can be used for reference, monitoring compliance, and providing evidence of the organization's commitment to PSEA.

**Orientation and Training:** Highlight that signing the acknowledgment can be part of a comprehensive orientation and training process. It ensures that individuals receive the necessary information, education, and training on the PSEA policy and its implementation, further reinforcing their understanding and commitment.

**Renewal and Updates:** Explain that individuals may be required to renew their acknowledgment periodically or as the PSEA policy undergoes updates or revisions. This helps ensure that



individuals stay informed about any changes in the policy and reaffirm their commitment to the updated guidelines.

**Non-Compliance Consequences:** Mention that non-compliance with the PSEA policy may have consequences, including disciplinary actions or termination of employment or partnership. By signing the acknowledgment, individuals acknowledge the seriousness of the policy and the potential consequences of non-compliance. By requiring individuals to sign an acknowledgment, organizations establish a clear expectation of accountability and commitment to preventing sexual exploitation and abuse. It helps create a culture of awareness, responsibility, and adherence to the PSEA policy throughout the organization, promoting a safe and respectful environment for all.



## Annex: Code of conduct template

### Organization for Social Services, Health and Development (OSSHD)

#### Code of Conduct on Prevention for Sexual Exploitation and Abuse (PSEA)

I, [Staff and any associate with the organization Name], hereby acknowledge and commit to uphold the principles outlined in this Prevention for Sexual Exploitation and Abuse (PSEA) Code of Conduct. I understand that this code of conduct is a critical component of the organization's commitment to safeguarding the well-being and dignity of all individuals we serve. By signing this code of conduct, I pledge to:

**1. Respect and Dignity:**

- Treat all individuals with respect, fairness, and dignity, regardless of gender, age, nationality, or vulnerability.
- Uphold the rights and well-being of all persons, ensuring their safety and protection.

**2. Zero Tolerance:**

- Maintain a zero-tolerance towards any form of sexual exploitation and abuse.
- Refrain from engaging in any behavior that may contribute to or enable such abuse.

**3. Reporting Obligations:**

- Familiarize myself with the organization's reporting mechanisms for any concerns or incidents related to sexual exploitation and abuse.
- Promptly report any suspicions, allegations, or incidents of sexual exploitation and abuse to the designated person(s) within the organization.

**4. Confidentiality and Protection:**

- Understand and respect the need for confidentiality when handling reports or investigations related to sexual exploitation and abuse.
- Ensure the protection and well-being of survivors, witnesses, and whistleblowers involved in any reporting or investigation process.

**5. Prevention and Awareness:**

- Actively participate in training and awareness programs related to preventing sexual exploitation and abuse.
- Promote a culture of respect, gender equality, and consent within the organization and the communities we serve.

**6. Accountability and Cooperation:**



- Cooperate fully with any investigation conducted by the organization or external authorities regarding incidents of sexual exploitation and abuse.
- Accept personal responsibility for my actions and be accountable for any behavior that violates this code of conduct.

**7. Survivor Support and Care:**

- Provide support and assistance to survivors of sexual exploitation and abuse in a compassionate, non-judgmental, and survivor-centered manner.
- Respect the rights, choices, and autonomy of survivors, ensuring their access to appropriate medical, psychosocial, and legal support.

**8. Continuous Learning and Improvement:**

- Continuously educate myself on PSEA best practices and remain informed about evolving policies, laws, and guidelines.
- Engage in self-reflection, learn from past experiences, and actively contribute to improving our organization's PSEA efforts.

I understand that any violation of this code of conduct may result in disciplinary action indicated in the PSEA policy of the organization, up to and including termination of employment or engagement with the organization and to the extent of legal measures.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

