



**SEXploitation AND ABUSE, AND SEXUAL HARASSMENT** are **NOT ACCEPTABLE** behaviour by humanitarian personnel.

## WE ARE CLEAR THAT:

- ✓ We must respect the local population of concern with respect and dignity at all times
- ✓ Sexual exploitation and abuse threaten the lives of those we are here to serve and support.
- ✓ Asking for anything from concerned populations in exchange for providing services is prohibited.
- ✓ Asking for sexual favors, sex, money or goods from concerned populations are prohibited.
- ✓ Sexual exploitation and abuse constitute acts of gross misconduct and are therefore grounds for termination of employment.
- ✓ Any form of sexual harassment against a fellow colleague or service provider is unacceptable and will not be tolerated.

## ALL PERSONNEL MUST ABIDE BY THESE RULES:

**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 defense.

**EXCHANGE OF MONEY, EMPLOYMENT, GOODS, OR SERVICES FOR SEX IS PROHIBITED**, including sexual favors or other forms of humiliating, degrading or exploitative behaviour. This includes exchange of assistance that is due to beneficiaries and concerned populations.

**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.

Where a humanitarian worker develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same agency or not, **THEY MUST REPORT** such concerns via established agency reporting mechanisms.

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.



**ALL HUMANITARIAN PERSONNEL CAN REPORT ANY CONCERN OR SUSPICION TO A PSEA FOCAL POINT OF ANY SERVICE PROVIDER IN THE AMERICAS, REGARDLESS OF WHICH COUNTRY THE INCIDENT OCCURRED.**