

Protection from Sexual Exploitation and Abuse & Sexual Harassment

REMEMBER

We have **zero-tolerance** for inaction on sexual exploitation and abuse & sexual harassment.

Sexual exploitation and abuse & sexual harassment are the most harmful and serious forms of misconduct. Staff and related personnel, whether internationally or locally recruited, who engage in this misconduct can be summarily dismissed.

These prohibitions apply during our free time as well as our working day.



Dos

- ✓ **Read and understand** the Organization's policies and Code of Conduct on sexual exploitation and abuse & sexual harassment.
- ✓ **Complete the mandatory training programmes** on sexual exploitation and abuse & sexual harassment and ensure that all personnel under your supervision have done so.
- ✓ **Treat all colleagues** with respect and conduct yourself in a professional manner.
- ✓ **Help build a work environment** where personnel and partners feel free to express concerns about inappropriate behavior without fear of reprisal or retaliation.
- ✓ **Promptly report, in good faith**, anyone irrespective of the organization, both from the UN or a vendor or other implementing partner, that you suspect is not adhering to organizational values and rules on sexual exploitation and abuse & sexual harassment.
- ✓ **Cooperate fully** with those responsible for investigating a report or complaint about sexual exploitation and abuse & sexual harassment.

Don'ts

- ✗ **Do not** have sexual relationships with anyone under the age of 18, even if it is legal in the local context or your country of origin. Saying you did not know the person's age is not an excuse.
- ✗ **Do not** engage in exploitative or abusive conduct or encourage others to engage in exploitative or abusive conduct.
- ✗ **Do not** make sexual advances or requests for sexual favors.
- ✗ **Do not** solicit, pay or offer money for sex with anyone, including sex workers, even if it is legal locally or in your country of origin.
- ✗ **Do not** engage in verbal or physical conduct, including gestures of a sexual nature that might cause offence or humiliation to another.
- ✗ **Do not** use organizational assets (e.g., money, employment, goods, or services, or ICT resources) in relation to matters of a sexual nature.
- ✗ **Do not** remain silent or a bystander when others violate the Organization's policies and Code of Conduct; speak up and report to the investigation service.
- ✗ **Do not** retaliate or encourage others to retaliate against alleged perpetrator(s), complainant(s), victim(s), or those who have reported sexual exploitation and abuse & sexual harassment.
- ✗ **Do not** spread rumors or gossip about colleagues in professional or private settings.

Do not

investigate allegations yourself or try to find out more information or encourage others to retaliate against alleged offenders. Your duty is to report. Only mandated officials can conduct investigations.

For more information please visit: www.un.org/preventing-sexual-exploitation-and-abuse