

2023's POLAND PSEA NETWORK ACTION PLAN

WORKING TOGETHER FOR PREVENTING AND RESPONDING TO SEXUAL EXPLOITATION AND ABUSE IN THE REFUGEE RESPONSE IN POLAND

The PSEA Network in Poland was established right on the onset of the Ukrainian refugees' emergency. This is its second Action Plan. It outlines the priorities agreed by the Network members for 2023, aimed at preventing and responding effectively to sexual exploitation and abuse to which Ukrainian refugees may be exposed. This template provides the minimum requirements to review and analyse the effectiveness, impact and progress on measures to prevent and respond to sexual exploitation abuse country-wide. It has been adapted and contextualized for the Polish operation. The objective is to promote and document harmonized activities that contribute to implementing a robust action plan and provide the basis for tracking progress and provision/mobilization of required resources in relation to PSEA in Poland.

Desired outcomes	Indicators	Targets/ Benchmarks ¹	Key actions	Timeframe	Budget/ Funding Source	Lead agency/ies per activity
Part A: Priority prevention outcomes for PSEA						
Outcome 1. Prevention. All United Nations staff and related personnel ² , as well as the Refugee Response Plan (RRP) partners, know the UN standards of conduct for protection from sexual exploitation and abuse and understand their personal and managerial/ command responsibilities to address sexual exploitation and abuse and other misconduct.						
Output 1.1 Personnel of organisations partaking in the RRP in Poland, understand the United Nations standards of conduct on the protection from sexual exploitation and abuse.	a. All UN personnel and that of other organisations partaking in the RRP in Poland, including those visiting the country, are provided with an induction briefing on conduct and discipline issues, including sexual exploitation and abuse.	Reminders are communicated to all staff to ensure on-going visibility/awareness of the entity's policies at least on a quarterly basis.	HR focal points from each organisation to ensure all new personnel complete PSEA mandatory training before deployment.	Q1 2023	Costs to be boreed by each organisation	UNHCR as coordinator of the Refugee response with the support of the PSEA Coordinator and focal points.

¹ The targets provided in the model template are intended as illustrative examples. Actual targets would need to be determined at country-level.

² United Nations staff and related personnel include United Nations staff members, consultants, individual consultants/contractors, interns, national officers, United Nations volunteers, experts on mission and contingent members.

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	b. Staff of UN agencies, international and national NGOs partaking in the RRP in Poland, know the standards on sexual exploitation and abuse	Regular meetings and awareness discussions take place within agencies/organisations led by PSEA focal points. PSEA awareness-raising materials (broadcast, pamphlet, posters, etc.) are locally-contextualized, messages are tested with affected population to ensure they are appropriate and effective, produced and distributed, including in Polish, Ukrainian and Russian.	Develop and widely disseminate a system-wide campaign for aid workers on SEA standards and reporting mechanisms.	Q2 2023	Indicative budget: USD 10,000 Agencies kindly indicate their contributions	PSEA Network PSEA coordinator and PSEA focal points.
	c. Organisations partaking in the RRP in Poland have SAFE RECRUITMENT processes in place which incorporate global standards and respond to the Polish legal framework.		PSEA Network to produce guidance on Safe Recruitment for members in Polish/English.	Q2/Q3 2023		PSEA Network, PSEA Coordinator +
	d. Staff of UN agencies, international and national NGOs partaking in the RRP in Poland, are provided with clear guidance on where and how to report allegations of misconduct.	UN agencies and other organisations partaking in the RRP in Poland, have in place SOPs for reporting SEA, which are widely communicated to staff and related personnel, and which are interlinked to the SOPs for inter-agency referrals for Poland (once agreed upon).	RRP partners are surveyed on the existence and operationalization of their internal SOPs for reporting and responding to SEA.	Q2/Q3 2023		PSEA Network, PSEA coordinator and PSEA focal points.
	e. All UN personnel are aware of the policy for protection against	UN staff members and related personnel are aware of their	Coordinate amongst PSEA	Q1 2023	No costs associated	PSEA focal points within

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	retaliation for reporting misconduct – to empower, encourage and protect staff who report cases of sexual exploitation and abuse (ST/SGB/2017/2/Rev.1).	obligation to report sexual exploitation and abuse/ misconduct and the policy for protection against retaliation.	focal points and HR, the wide dissemination on the policy for protection against retaliation for reporting misconduct.		with this activity.	UN agencies + HR.
Output 1.2 Leadership and managers know their personal and managerial responsibilities to address misconduct and are aware of the procedures, rules and actions required to respond to incidents of misconduct.	a. Managers monitor completion by all personnel in country of mandatory online and classroom training.	Monitoring mechanisms are in place and working.	Organizations' HR monitor quarterly the completion of mandatory trainings on PSEA. PSEA Focal Points share results during PSEA Network meetings.	Recurring	No costs associated with this activity	PSEA Network members
	b. Leadership communicates regularly and in varied formats with their staff, raising awareness and instilling trust in the policies and systems in place, including on the duty to report misconduct.	Meetings with staff are used as to convey these messages and to review implementation of the PSEA-related activities.	PSEA is mainstreamed in all-staff meetings and townhalls within each organisation.	Recurring	No costs associated with this activity	PSEA Network, PSEA coordinator and PSEA focal points.
Output 1.3 Quality training of personnel/awareness-raising on sexual exploitation and abuse policies is conducted regularly.	a. UN staff, related personnel and RRP partners complete the mandatory in-year refresher training and/or awareness briefings to personnel are conducted, preferably in person.	Induction and refresher trainings for are conducted at regular intervals, including through inter-agency efforts in different locations around the country (Warsaw, Krakow, Lublin, Rzeszow, Gdansk, etc.)	Roll out internal PSEA training packages when available. Coordinate inter-agency trainings for staff and partners.	By Q4 2023	Indicative budget USD 8,000 Agencies kindly indicate their contributions.	PSEA focal points.

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Output 1.4 Relevant government stakeholders, including law enforcement agents, are aware of PSEA standards of conduct for humanitarian staff and work closely in response efforts.	<p>a. National, regional, and local authorities are aware of the importance of PSEA and their key role for the prevention and response of sexual exploitation and abuse in the emergency context.</p> <p>b. Tailored sensitization/training sessions are designed and delivered to government stakeholders at different levels, including law enforcement agents.</p>	<p>Advocacy messages on the importance of PSEA are agreed upon and conveyed to national, regional, and local authorities.</p> <p>Key national, regional, and local authorities actors are trained on PSEA.</p>	<p>Identify key messages and opportunities for advocacy on PSEA and safeguarding.</p> <p>Identify entry points for training opportunities at the MOI, National Police, Border Agents, Voivodships, etc. and deliver PSEA sensitization/trainings as per common agreement.</p>	<p>By Q2 2023</p> <p>Q3</p>	<p>No costs associated with this activity.</p> <p>Indicative budget USD 8,000</p> <p>Agencies kindly indicate their contributions.</p>	<p>PSEA Network, PSEA coordinator.</p>
Part B: Priority response outcomes for PSEA						
Outcome 2. Safe and accessible reporting. Every child and adult recipient of assistance by the United Nations’ agencies and/or its partners has access to a safe, gender and child-sensitive pathways to report sexual exploitation and abuse (including through community-based complaints mechanisms) ³ that lead to timely assistance, are appropriate to the context and accessible to those in the most vulnerable situations).						
Output 2.1. Safe, accessible, child-sensitive mechanisms are	a. Inter-agency SOPs on community-based complaint	Interagency CBCM Standard Operating Procedures (SOPs) are	The SOPs developed and endorsed in 2023	Q1 2023	Cost?	PSEA Coordinator, co-chairs and

³ A Community-based complaints mechanism (CBCM) is a complaints mechanism system blending both formal and informal community structures, built on engagement with the community where individuals are able and encouraged to safely report grievances – including sexual exploitation and abuse incidents – and those reports are referred to the appropriate entities for follow-up. See further information https://interagencystandingcommittee.org/system/files/best_practice_guide_inter_agency_community_based_complaint_mechanisms_1.pdf

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in place for reporting sexual exploitation and abuse ⁴ , particularly in high-risk areas.	mechanisms (CBCM ⁵) on PSEA are established, following inclusive consultations with all relevant stakeholders, disseminated, and rolled out. Appropriate staff are trained. ⁶	endorsed by all PSEA Network members. Interagency CBCM Standard Operating Procedures (SOPs) are known and used by RRP partners.	are rolled out through technical trainings of FPs and awareness-raising campaigns. At least 3 women's rights organisation identified and trained as first responders on gender and PSEA protocol with particular focus on survivor assistance, following existing referral pathways developed to support survivors of GBV/PSEA.	Q2 2023		in PSEA Focal Points.
	b. A variety of reporting channels appropriate to the Polish context is	Regularly updated mapping of existing complaint and feedback	Run an initial mapping of existing CBCM,	Q2 2023	No costs associated	

⁴ Type of mechanism and targeted locations to be determined by each UNCT/HCT based on context and existing channels/mechanisms for reporting already functioning. These could include, for example, phone hotlines, SMS, PSEA focal points, service points, etc. This could involve broader complaint channels that are strengthened with the necessary safeguards for reporting sexual exploitation and abuse, or training of PSEA focal points within protection-related services to support reporting and referrals, and/or other systems, and/or a combination of the above, as appropriate per the country context.

⁵ Community-Based Complaint Networks (CBCNs) support communications with complainants and victims while allegations are being investigated, facilitate the provision of assistance and support to victims and their reintegration into their communities. The UN has engaged with local and international organizations and representatives of communities to develop formal and informal structures and channels that are safe, confidential, and easily accessible to women, men, girls and boys to report misconduct, specifically sexual exploitation and abuse, and follow up on the status of reported incidents and receive support.

⁶ SOPs can be adapted from the [global IASC SOPs](#). The SOPs provide the basis for inter-agency referral, sharing of information on and handling of sexual exploitation and abuse allegations, as an integral component of UNCT/HCT prevention and response to sexual exploitation and abuse. The SOPs require all signatories to have an established internal sexual exploitation and abuse complaint handling procedure in place.

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	in place to fill reporting gaps as identified by mapping.	mechanisms (CFM) in the response. Multiple confidential reporting channels are available which cater to the diversity of the population and differing levels of access (PWD, elder persons, children, Roma persons, etc.)	with participation of UN agencies and its implementing partners, with a possibility to expand to all RRP partners.			
	c. Percentage of allegations reported to the PSEA Network per month and responded to within seven days (Disaggregated by age, sex, and type of complaint (less than 18; 18 and above)). ⁷	100% of allegations are recorded by PSEA Coordinator, followed upon for investigation purposes and statistics maintained up-to-date. Data is kept confidential.	PSEA Coordinator updates and shares with PSEA Network bi-monthly reports.	Recurring	No costs associated	PSEA Coordinator
Output 2.2. Community mobilisation, consultation and awareness-raising on PSEA in each community receiving aid.	a. Number of adults and children (disaggregated by gender and age) reached through consultation in the establishment of community-based complaint mechanisms, awareness activities and community mobilisation interventions on PSEA, including how to report SEA-related complaints. ⁸	Consultations with affected population inform the establishment of CBCMs, incorporating community perceptions and communication preferences. These are revisited on regular basis (informally and formally through needs and SEA-risks assessments, surveys, focus		Q2 2023		PSEA focal points, GBV and CP sub-sector leads.

⁷ This indicator is intended to allow HCs/HCTs to track and measure the use of SEA-related complaint channels by affected populations, including by those who are most vulnerable, as a core component of their overall effectiveness. This indicator is to be read together with related indicators to understand the overall accessibility, trust in, and effectiveness of SEA-sensitive complaint channels by and for affected communities. It is not intended to replace or duplicate the external reporting obligations that agencies hold, for example the UN reporting of sexual exploitation and abuse allegations to the UN Secretary-General on a quarterly basis.

⁸ This should include the consultation of communities, particularly women and children, in the design of SEA-sensitive community-based complaint mechanisms.

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		<p>group discussions, etc.), and used to improve services.</p> <p>Evaluation of existing CBCMs for effectiveness and compliance with human rights principles.</p>		Q4 2023		
	<p>b. # of key sites (e.g. cash enrolment sites, blue dots, transit centres, border crossing points, community centres, collective centres, schools, etc.) reached with communications materials on PSEA, how to report on SEA and how to access victim/survivor centered assistance (from RRP).</p>	<p>100% of key sites provide information on the prohibition of sexual exploitation and abuse, how to report and receive assistance.</p> <p>Accessible, age and gender-sensitive materials on how to report sexual exploitation and abuse and how to access victim/survivor-centred assistance developed and disseminated.</p>		Recurring		
<p>Outcome 3. Victims' right to assistance. Every child and adult victim/survivor/complainant is offered immediate, quality assistance (medical care, psychosocial support, legal assistance, reintegration support).⁹</p>						
<p>Output 3.1 Sexual exploitation and sexual abuse victim/survivor assistance is provided through Gender-Based Violence</p>	<p>a. Mapping of the existing service providers (e.g. GBV and CP programming) and current gaps in SEA assistance coverage are identified and addressed.</p>	<p>GBV and CP service providers are sensitized and trained on PSEA.</p>	<p>Identify and train key GBV and CP service providers on PSEA and the victims-centred approach.</p>	Q2 2023		<p>PSEA Coordinator / GBV and CP subsector leads.</p>

⁹ Support to victims/survivors/complainants is unconnected with the investigation and should be pursued from the time of an allegation as indicated in the [UN Comprehensive Strategy on Assistance and Support to Victims of Sexual Exploitation and Abuse](#)

Desired outcomes	Indicators	Targets/ Benchmarks ¹	Key actions	Timeframe	Budget/ Funding Source	Lead agency/ies per activity
(GBV) or Child Protection (CP) programming.	b. Percentage of SEA victims/survivors/complainants who have been promptly referred to quality assistance, as part of ongoing GBV and CP programming.	100% of victims/survivors are referred for assistance and received support within 48 hours . <i>(Data is disaggregated according to the affiliation of the offender: UN staff and related personnel and implementing partners).</i>	PSEA focal points to report on services offered to victims/survivors.	Recurring		PSEA focal points
	c. Number and percentage of SEA victims/survivors who have access to assistance (disaggregated by age and gender and type of assistance received).	100% of victims/survivors are referred for assistance and received support within 48 hours. <i>(Data is disaggregated according to the affiliation of the offender: UN staff and related personnel and implementing partners).</i>				
	d. Funding/resources for assistance to victims/survivors of sexual exploitation and abuse is/are available.	Members of the PSEA Network are aware/trained on the victims-centred approach as per the 2019's UN Protocol and know how to apply to the UN Trust Fund in Support of Victims of Sexual Exploitation and Abuse. ¹⁰	Identify training opportunities on the victim-centred approach as well as funding opportunities.	Q4 2023		PSEA Coordinator, co-chairs, PSEA focal points.
Outcome 4. Accountability and investigations. Every child and adult victim/survivor of sexual exploitation and abuse who is willing, has their case investigated in a prompt, and safe way in accordance with a victims'/survivors' rights approach.						
Output 4.1 The PSEA Network issues guidelines for prompt,	a. Capacity to investigate SEA allegations in-country is mapped and	100% of PSEA Network members and take part in mapping and	Hire an external consultant			PSEA Coordinator,

¹⁰ In March 2016, the Secretary-General created the [Trust Fund in Support of Victims of Sexual Exploitation and Abuse](#), as indicated in his report on Special measures for protection from sexual exploitation and sexual abuse (A/69/779). The Trust Fund supports United Nations and non-United Nations entities and organizations that provide victim assistance and support services.

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safe and victim/survivor-centred assistance during investigations at country-level.	a pool of investigators is created with external support.	capacities are identified and strengthened accordingly.	specialized in investigations of SEA allegations who can map capacities, identify gaps and support with the creation of a pool of trained investigators for Poland, who are mentored for a period.			co-chairs, PSEA focal points.
	b. PSEA Network members and understand the standards under which investigations are conducted.	100% of PSEA Network members and local partners understand the standards under which investigations are conducted.	Produce and disseminate information on standards of investigations into SEA allegations.	Q2 2023		
	c. PSEA Network members and local partners have personnel trained on SEA guidelines and protocols for victim/survivor-centred investigations.	100% of PSEA Network members and local partners have personnel trained on SEA guidelines and protocols for victim/survivor-centred investigations.	Facilitate a series of trainings on investigations into SEA allegations.	Recurring		
Output 4.2 When working with implementing partners, adequate safeguards are in place and action is taken related to sexual exploitation and abuse – e.g., screening, cooperative	RRP partners have policies in place in reference to vetting staff members and volunteers for former misconduct or supervision and performance appraisals related to UN Implementing Partner PSEA	100% job applicants and contractor personnel sign a self-declaration form stating they haven't been involved in previous offences, misconduct/SEA issues before recruitment.	Produce a sample self-declaration that could be used by PSEA Network and RRP partners.	Q2 2023		

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arrangements, monitoring, and termination of arrangements (United Nations Protocol on Allegations of Sexual Exploitation and Abuse Involving Implementing Partners ; ST/SGB/2003/13).	Capacity Assessment (see Output 1.1, paragraph c).					
	a. UN Implementing Partner PSEA Capacity Assessment guidelines are implemented.	Implementing partners assessments are centralized at country level and shared between UN agencies operating in Poland.	UN agencies to share information on PSEA capacities assessments of implementing partners and agree joint actions -including training for UN partners -in a coordinated manner.	Q1 2023.	No costs associated	
	b. Capacity-building plans are in place to support funding partners that do not meet the minimum threshold, as per the UN Implementing Partner Capacity Assessment.	Capacity-building plans designed are implemented in support of UN partners.	UN agencies assess their implementing partners' PSEA capacities against the 8 core standards; when the result of the assessment is medium to low, they design and implement a capacity building plan in support of the partner.	Q2 2023	Costs to be boreed by each agency.	UN PSEA focal points / PSEA Network
Part C: PSEA Country-Level Structure						

Desired outcomes	Indicators	Targets/ Benchmarks ¹	Key actions	Timeframe	Budget/ Funding Source	Lead agency/ies per activity
Outcome 5. PSEA inter-agency country-level structure. The Refugee Coordinator and UN Heads of Agencies in Poland are supported at senior management and technical-levels to lead, oversee, and deliver on the above four PSEA Outcomes.						
Output 5.1 The role of the UNHCR Representative in his capacity as Refugee Coordinator and thus PSEA Senior Accountable Officer, is clear to all PSEA stakeholders.	a. The Refugee Coordinator, in close cooperation with Heads of UN agencies, takes an active lead on PSEA and, where relevant, coordinates with Senior UN Leadership at HQ level, including the UN Office of the Special Coordinator on Improving UN Response to Sexual Exploitation and Abuse.	The Refugee Coordinator circulates the IASC Six Core Principles statement of purpose on PSEA to RRP partners. Refugee Coordinator supports the implementation and monitoring of an in-country PSEA strategy, making explicit the leadership role of the Refugee Coordinator.	An email from the Refugee Coordinator is issued to all RRP partners on the IASC six core principles on SEA and his role as Refugee Coordinator.	Q1 2023	No costs associated with this activity.	UNHCR
Output 5.2 A full-time PSEA Coordinator is in place, to provide day-to-day technical support and expertise to the inter-agency PSEA Network. In the absence of a Senior Victims Rights Officer (SVRO) or Field Victims' Rights Advocate (FVRA), consider the designation of a focal point for victims' rights ¹¹ at the country level by the PSEA Network in consultation with the most	a. Status of deployment of a full-time PSEA Network Coordinator (with clear ToRs).	Full-time PSEA Coordinator is in place.	PSEA Coordinator confirmed in place for the whole of 2023.	Q1 2023	Costs to be boreed by UNHCR.	UNHCR.
	b. The PSEA Coordinator takes an active lead in supporting senior leadership in developing and implementing PSEA Network TORs and a PSEA Work Plan, based upon identified needs and SEA risks.	The PSEA Network has an action plan in place for 2023 that has been worked on and endorsed by its members. An initial contact has been established with the Office of the Victim's Rights Advocate to explore areas of cooperation and support to the Network.	Draft 2023 Action Plan which is contributed to and endorsed by PSEA Network members.	Q1 2023.	No costs associated with this activity.	PSEA Coordinator / PSEA Network focal points.

¹¹ Generic ToRs for a focal point for victims' rights is available from the Office of the Victims' Rights Advocate (ovra@un.org).

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senior United Nations official in the country.	c. PSEA Coordinator provides expert guidance and technical support to Network members and other relevant entities operating in the context to strengthen their internal PSEA programs in line with good practice and standards.	<p>PSEA Coordinator to support partners in mainstreaming PSEA actions, prioritizing sectors such as shelter, CASH as a modality, including in distribution of NFI.</p> <p>PSEA Coordinator to support sector leads (i.e. economic inclusion, education, health, shelter and protection) to identify and implement PSEA-sensitive programme recommendations.</p>	<p>PSEA Coordinator to lead the work to produce guidance notes in PSEA in collective centers, CASH interventions and distribution of NFI, and other sectors.</p> <p>PSEA Coordinator to liaise with sector leads involved in the Inter-Sectoral Coordination Group.</p>	Q3 2023		
Output 5.4 An inter-agency PSEA Network is in place with the resources and expertise necessary to deliver on PSEA outcomes (above).	a. PSEA Network is in place, meets every month in a hybrid format and meetings are simultaneously translated English-Polish.	<p>PSEA Network is established and reports regularly to Refugee Coordinator via the PSEA Coordinator.</p> <p>PSEA Network includes all UN agencies and their implementing partners as well as a wider representation from international and national NGOs.</p> <p>PSEA Network meets every month in a hybrid format. Meetings are simultaneously</p>				

Desired outcomes	Indicators	Targets/ Benchmarks ¹	Key actions	Timeframe	Budget/ Funding Source	Lead agency/ies per activity
		translated English-Polish as well as documents produced as part of the Network's work in both languages.				
	b. All the PSEA Network members have received training from their organisations on PSEA.	PSEA Network members (focal points) have been trained with the IASC's ToT package on PSEA.	PSEA focal points proactively report to the Network on upcoming training plans or recent trainings.	Recurring	Costs to be boreed by each organisation	PSEA focal points
	c. Integration of PSEA in the Refugee Response Plan	PSEA Action Plan is costed and resourced through the RRP.	PSEA Coordinator leads the PSEA mainstreaming into the RRP cycle for 2024.	Q3 2023		
	d. All organisations (UN agencies and members to the PSEA network) meet required the Minimum Operation Standards (MoS) and Core Humanitarian Standards (CHS) PSEA Index to enable appropriate complaints receipt and handling.	All UN partners meet the 8 core standards as per the UN Implementing Partner PSEA Capacity Assessment . Joint capacity development and training provided through the Network to support entities to meet their PSEA requirements.	Coordinator to share information with Members of the Network on: 8 core standars, MOS and CHS on PSEA.	Recurring	Cost of implementat ion of standards to be boreed by each organisation	UN agencies PSEA Focal Points, PSEA Coordinator
Output 5.5 PSEA technical focal points from all UN Agencies and implementing partners are in place and actively contribute to the PSEA Network's delivery of	a. Percentage of UN agencies and implementing partners that have appointed a dedicated PSEA technical focal point to the PSEA Network (with clear ToRs).	100% of UN agencies and their implementing partners have appointed a dedicated PSEA technical focal point to the PSEA Network.	Heads of Agencies to appoint PSEA focal points	Q1 2023	Costs to be boreed by each agency	Heads of Agencies.

Desired outcomes	Indicators	Targets/ Benchmarks ¹	Key actions	Timeframe	Budget/ Funding Source	Lead agency/ies per activity
PSEA outcomes (as per the above).	b. The PSEA technical focal points are active in designing or disseminating awareness-raising tools and facilitate events for community members with emphasis on their rights.	PSEA focal points actively participate in PSEA Network meetings and activities contributing to the delivery of agreed outcomes.	PSEA focal points to identify areas in which they want to lead as per the action plan	Recurring		PSEA focal points.
	c. The PSEA technical focal points are actively working with the inter-agency PSEA Network to establish a CBCM/CBCN.	PSEA focal points contribute to mapping of CBCM with a view to agree on SOPs for inter-agency referrals of SEA cases.	Contribute to mapping exercise.	Q2 2023	No costs associated with this	PSEA focal points.
Output 5.6 Country-level risk assessment in respect of sexual exploitation and abuse conducted on the basis of risk management tools.	a. The PSEA Network carries out and in-depth SEA risk assessments and shares the findings and recommendations with the Refugee Coordinator, Heads of Agencies, Inter-Sectoral Coordination Group and relevant stakeholders including Government authorities.	A thorough SEA risk assessment is in place for Poland, results are disseminated and recommendations issued to leadership, sector leads and RRP partners for implementation. PSEA Coordinator provides technical support for implementation.	SEA risk assessment report issued and disseminated. Support is provided for implementation of recommendations .	Q2 2023		PSEA Coordinator / Sector Leads.

For additional information and resources:

- [Management and accountability of the UN Development and Resident Coordinator System](#)
- [PSEA Knowledge Gateway](#)
- [Inter-Agency Standing Committee resources](#)
 - a. [IASC Six Core Principles Relating to SEA \(Revised 2019\)](#)
 - b. [IASC Minimum Operating Standards PSEA](#)
 - c. [Guideline – Inter-Agency Community-Based Complaint Mechanisms – Protection against Sexual Exploitation and Abuse](#)
- [Guideline – Inter-Agency Community-Based Complaint Mechanisms – Protection against Sexual Exploitation and Abuse](#)
- [UN System Policies and Protocols on PSEA](#)
- [Office of the Victims' Rights Advocate](#)