Core Principles of Sexual Exploitation and Abuse (SEA)

1 No Second Chances

SEA constitutes acts of gross misconduct and are grounds for termination of employment

2 No Sex with Children

Any sexual activity with children (<age 18) is strictly prohibited

3 Do not hire or bribe anyone for sex

Exchange of money, employment, goods, or services for sex is prohibited, including hiring and soliciting commercial sex workers

4 No Sex with Beneficiaries

Any sexual relationship with beneficiaries involving improper use of rank or position is prohibited

5 Always report SEA

It is **mandatory** for all UNHCR and partner staff to report all suspicions of SEA to the Inspector General Office (IGO): **inspector@unhcr.org**

6 Discourage SEA around you

Humanitarian/Development workers must create and maintain an environment free from SEA and promote their Code of Conduct

UNHCR PSEA focal points are always available for guidance on reporting

UNHCR has a **Zero Tolerance Policy** toward Sexual Exploitation and Abuse

Key messages of Sexual Harassment (SH)

1 Prevention First

SH can take many forms, from inappropriate jokes to rape and attempted rape. SH constitutes an act of **misconduct** and every organization should take action to **prevent SH**

2 SH can happen anywhere

SH can happen inside or outside a workplace and work hours, and may be perpetrated by or target any colleague, of any status or gender

3 No Impunity

All organizations need policies and processes to ensure survivors are supported and perpetrators face **consequences**

4 Support & Assist Survivors

A survivor has the **right** to timely, sensitive, confidential, and impartial support and assistance

5 Survivors first

In line with a **survivor-centered approach**, survivor rights, needs, and preferences are central in any process and service

6 Respectful workplace

Staff should treat each other with **courtesy and respect**, be aware of how their behavior may be perceived, and **take action** with victim consent

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