



We have **ZERO TOLERANCE** for any exploitative, abusive, degrading or humiliating behaviour by humanitarian workers in Jordan

STOP ABUSE REPORT ABUSE

YOU MUST REPORT any suspicion or concern about sexual exploitation and abuse by humanitarian workers to your Investigative Body, PSEA Focal Point or Manager



UNHCR Inspector General's Office (IGO) inspector@unhcr.org | www.unhcr.org/php/complaints.php | Hotline: +41 22 7398844

Reporting to your Investigative Body, PSEA Focal Point or Manager

What should I report?

What happened? Describe what you know about the incident(s)

Who committed the alleged wrongdoing? (provide names, titles and organisation, if possible)

When & Where did the incident(s) occur? Indicate dates and times, if available.

How should I report?

Report any SEA allegation, complaint or concern you have confidentially and as soon as possible.

You do not need proof, but all reporting must be made in good faith.
Respect the dignity, wishes and rights of the survivor, witnesses and their families.
Maintain strict confidentiality: do not discuss your report with other colleagues, friends or family.
Do NOT investigate

What Is SEA?

In the context of refugee response, Sexual Exploitation and Abuse (SEA) is the sexual exploitation and abuse of refugees or other persons of concern by humanitarian workers.

Sexual exploitation and abuse (SEA) violates universally recognized international legal norms and standards and has always been unacceptable behavior and prohibited conduct for humanitarian workers. It brings harm to those whom the UN and humanitarian agencies are mandated to protect, and jeopardizes the reputation of these agencies and their ability to provide protection.

Sexual exploitation means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.

Sexual abuse means the actual or threatened physical intrusion of a sexual nature, whether by force, or under unequal or coercive conditions.

We uphold the 6 International* Core Principles for the Prevention of Sexual Exploitation and Abuse (PSEA):

- 1 Sexual exploitation and abuse of refugees and other persons of concern by humanitarian workers constitutes acts of gross misconduct** and are grounds for disciplinary measures and termination of employment.
- 2 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 in the age of a child is not a defence.
- 3 Exchange of money, employment, goods, services, including sexual favours or other forms of humiliating, degrading or exploitative behaviour, is prohibited.** This includes any exchange of assistance that is due to refugees or other beneficiaries of our organisation.
- 4 Sexual relationships between humanitarian workers and refugees or other persons of concern of our organisation are strongly discouraged** since they are based on unequal power dynamics and may undermine the credibility and integrity of our work.
- 5 Where a humanitarian worker develops concerns or suspicions regarding SEA by a fellow worker, whether in the same agency or not, he or she must report such concerns via the established reporting mechanism.**
- 6 Humanitarian workers are obliged to create and maintain an environment that 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 that maintain this environment.

* Inter Agency Standing Committee (IASC), Secretary General's Bulletin (2003) and Statement of Commitment (2006) for all UN and Non-UN humanitarian personnel

