



## **SEXUAL EXPLOITATION AND ABUSE (SEA)** are NOT ACCEPTABLE behaviours from humanitarian staff



### IT MUST BE CLEAR THAT:

- We must treat the beneficiaries of our services with respect and dignity at all times
- Sexual exploitation and abuse threaten the lives of the people we serve and support
- Any form of request made to beneficiaries in exchange for the provision of services is forbidden
- Asking for sexual favours, sex, money or goods from beneficiaries is forbidden
- Sexual exploitation and abuse constitute acts of serious misconduct, and are therefore grounds for dismissal
- Any form of sexual harassment against a colleague or another member of staff is unacceptable and will not be tolerated

### ALL STAFF MUST RESPECT THE FOLLOWING RULES:

**ANY ACT OF A SEXUAL NATURE WITH CHILDREN (PEOPLE OF AN AGE BELOW 18 YEARS) IS FORBIDDEN** regardless of consent. Mistaken belief regarding the age of a child does not constitute a defence

**THE EXCHANGE OF MONEY, EMPLOYMENT, GOODS OR SERVICES FOR SEXUAL ACTS IS FORBIDDEN**, including sexual favours or other forms of humiliating, degrading or exploitative behaviour. This includes the exchange of assistance due to beneficiaries

**ANY SEXUAL RELATIONS BETWEEN THOSE PROVIDING HUMANITARIAN ASSISTANCE AND PROTECTION** and a person who benefits from such humanitarian assistance and protection, involving improper use of status or position, ARE FORBIDDEN. Such relations undermine the credibility and integrity of humanitarian aid work

If a humanitarian worker has concerns or suspicions regarding sexual abuse or exploitation by a colleague, whether in the same organisation or not, **HE/SHE MUST REPORT** such concerns using the designated reporting channels

Humanitarian operators **ARE OBLIGED TO CREATE AND MAINTAIN AN ENVIRONMENT THAT PREVENTS SEXUAL EXPLOITATION AND ABUSE, AND PROMOTES THE IMPLEMENTATION OF THE CODE OF CONDUCT**. Managers at all levels have particular responsibility to support and develop systems that maintain this environment.



**ALL HUMANITARIAN STAFF CAN REPORT ANY CONCERNS OR SUSPICIONS TO THE S.E.A. FOCAL POINTS AT ANY ORGANISATION, REGARDLESS OF THE LOCATION OF THE INCIDENT**

**Call or write a message to:**

**UNHCR:** For UNHCR Staff: [SpeakUp Helpline](#); For Non-UNHCR staff: [Inspector General's Office \(IGO\)](#)

**Programma integra scs:** [www.programmaintegra.it](http://www.programmaintegra.it); **Call:** +390645753490

**Write an Email:** [psea@programmaintegra.it](mailto:psea@programmaintegra.it)