



DAID Prevention of Sexual Exploitation and Abuse (PSEA) Policy

Introduction:

Prevention of Sexual Exploitation and Abuse (PSEA) is a term used by the UN and NGO community to refer to measures taken to protect vulnerable people from sexual exploitation by their staff and associated personnel, and to ensure adequate response when abuses occur. Sexual exploitation and abuse (SEA) is a form of GBV that constitutes an abuse of power by aid workers against the affected population. SEA can happen in any setting against anyone but the risks of SEA increase in humanitarian settings.

Sexual exploitation and abuse by humanitarian workers inflict harm on those the humanitarian community is obligated to protect and jeopardizes the credibility of all assistance agencies. Humanitarian workers are expected to always uphold the highest standards of personal and professional conduct to protect beneficiaries of assistance.

The IASC is committed to protecting affected people from sexual exploitation and abuse in all humanitarian response operations. From the normative to the technical level, the IASC has taken determined action to strengthen the humanitarian sector's response with a victim-centered approach.

The IASC strives to:

- Ensure a victim-centered approach to addressing sexual exploitation and abuse and sexual harassment;
- Promote positive change in organizational culture through strategic communications and role modelling;
- Improve referencing systems to stop transgressors from moving through the humanitarian sector;
- Strengthen sector-wide investigation capacity;
- Support collective activities of in-country networks.



DAID Policy on Prevention of Sexual Exploitation and Abuse (PSEA)

This policy corresponding all previous policies related to preventing and responding to sexual abuse and exploitation.

Purpose:

DAID is committed to preventing all forms of sexual abuse and exploitation (SEA). This policy seeks to ensure that all participants in DAID's programs are safe and not exposed to any threat or conduct involving sexual exploitation or abuse. We are committed to responding promptly and appropriately to any SEA allegations.

Applicability:

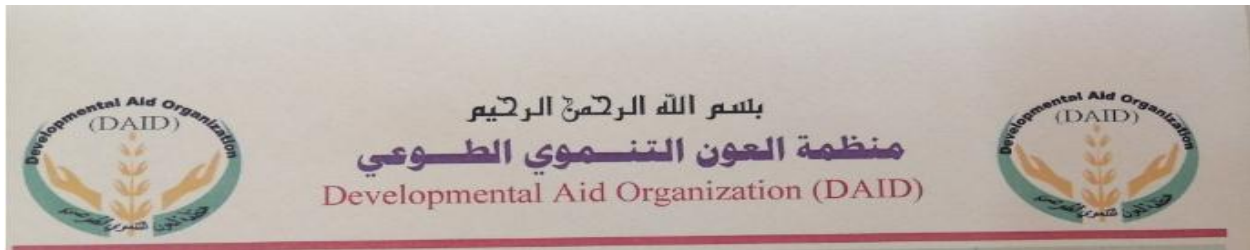
This policy applies to all DAID employees, consultants, independent contractors, agents and volunteers ("Workers"), and visitors ("Visitors") who work on or visit DAID and DAID subrecipient programs.

Definitions

Sexual exploitation is defined as an actual or attempted abuse of a position of power or trust, for sexual purpose. Exploitation can include profiting monetarily, socially, or politically from the sexual exploitation of another. Sexual abuse is defined as the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Examples of Prohibited Behaviors:

DAID Workers and Visitors are prohibited from engaging in any form of sexual exploitation or abuse of a person participating in a DAID or DAID subrecipient program. Never engage in sexual relationships with program beneficiaries, as these relationships are based on inherently unequal power dynamics. Examples of sexual exploitation and abuse include, but are not limited to: Sexual assault or abuse; Unwanted (without consent) touching of a sexual nature; Demanding sex in any



context; Making sex a condition for aid or participation in a development program; Forcing someone to have sex; Forcing a person to engage in sex work or pornography.

Mandatory Reporting:

Workers and Visitors are required to report suspicions or allegations of SEA, or noncompliance with this policy, within the first 24 hours by alerting the HR and Compliance Officer. Workers and Visitors should also report any historic SEA allegations from any DAID program. All SEA reports should include the following:

- Who committed the alleged wrongdoing?
- Do you know if anyone else was involved?
- What has happened? Describe in detail what you know or suspect of a SEA incident.
- Were there any witnesses?
- When and where did the incident take place? Providing dates and time, if possible.

Employee Responsibilities

Workers must:

- Be particularly alert to suspected cases of SEA within vulnerable populations.
- Report any suspected incidents or potential signs of SEA.
- Never hesitate to report suspicions of SEA because evidence was not collected.
- Respect the dignity, wishes and rights of survivors of SEA, including their wishes on whether to report to third parties.
- Seek counsel from the DAID panel of Ethics & Compliance with questions about whether or how to report suspected cases.



Program Design

DAID workers responsible for designing, pricing, funding, and implementing programs, directly or indirectly through subrecipients, are responsible for ensuring that our agents, partners and subrecipients have PSEA policies.

DAID offices

All DAID offices are required to identify emergency or survivor support resources in their locations, if possible, to use in the event that a SEA allegation is reported, and the survivor in question would like to avail themselves of those resources. The head of DAID is responsible for identifying emergency and survivor support resources in their locations, if possible, for addressing and reporting suspected SEA violations, and making staff members aware of those resources.

Investigations and Monitoring:

The panel of Ethics & Compliance is responsible for ensuring that allegations of SEA are investigated in accordance with this policy. Throughout the investigation, Workers and Visitors are required to cooperate with the investigation. Unless otherwise required by the panel of Ethics & Compliance or law enforcement, all information must be kept confidential regarding the suspected survivor(s) and suspected perpetrator(s). DAID's Chief and investigators are responsible for conducting investigations of internal SEA reports to the extent local authorities are not involved. The Chief Ethics and Compliance panel must report aggregated incident data to the DAID Senior Management Team (SMT) and to the Board of Directors on a quarterly basis. The panel of Ethics and Compliance shall immediately report all exceptional cases to the SMT and Board of Directors as needed.



Enforcement

Sexual exploitation and/or abuse of program participants constitute acts of serious misconduct and are grounds for disciplinary action, including termination of employment and referral to law enforcement, as well as termination of subrecipient grants, if applicable. DAID Offices must comply with local laws on SEA violations. A staff member who is proven to have committed sexual exploitation and/or abuse will be dismissed from their employment with DAID and ineligible for rehire. If an allegation is made in bad faith, appropriate steps will be taken to follow up with the person who has made the allegation and the person accused. Any Worker who makes false and malicious accusations will face disciplinary action, up to and including termination.