

IASC Task Team on  
Accountability to  
Affected Populations  
and Protection from  
sexual Exploitation and  
Abuse (AAP/PSEA)

PSEA focussed  
IASC AAP PSEA TT meeting

12<sup>th</sup> of August 2016

# Agenda:

Update on obj 1.3 and 2.2 from our workplan

workstream update: Inter Agency Collaboration on PSEA

**Objective 3.1** Ensure the PSEA workstream complements other PSEA-related initiatives and addresses gaps at field and global levels :

- Presentation on the work of the Special Coordinator on UN Response to SEA (Coralie Colson UNHCR)
- Update on the PSEA mapping (Tristan Burnett IOM)

**Objective 3.2** Strengthen investigation and protection responses to SEA allegations

- Debriefing on 5 July meeting of experts on investigations of SEA by aid workers (Genevieve Cyvoct, the CHS Alliance)

**Objective 3.3** Incorporate lessons learned from the PSEA CBCM pilot project into the IASC CAAP

- Update on the revision of the IASC CAAP (Smruti Patel the NEAR Network)

**Objective 3.4** Support issues raised following the CBCM pilots and during the discussion on global SOPs

- 2 pager on SEA/ Sexual Harassment / SGBV (Astrid de Valon IASC)
- PSEA training package (UNHCR)/ UN e-learning program (UNDFS)
- Discussion on the importance of prevention activities including risks analysis and protection strategies.
- Discussion on budgeting for SEA activities

**Objective 3.5** Interagency awareness campaign

- Presentation of agencies awareness material (UNHCR and Care International)

Obj 1.3 Maintain a user friendly and updated information repository

# Updated website

**IASC** Inter-Agency Standing Committee

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## IASC Task Team on Accountability to Affected Populations and Protection of Sexual Exploitation and Abuse (AAP/PSEA)

**Background:**

- The Inter-Agency Standing Committee (IASC) Task Force on Accountability to Affected Populations (AAP) was created by the IASC in July 2012.
- The IASC Task Force on Protection from Sexual Exploitation and Abuse (PSEA) by humanitarian workers was established in January 2012.
- Since January 2014, these 2 tasks force were combined as the IASC AAP/PSEA Task Team

**Accountability to affected populations** is an active commitment to use power responsibly by taking account of, giving account to, and being held to account by the people humanitarian organisations seek to assist.

**Sexual Exploitation and Abuse** of affected community members by anyone associated with the provision of aid constitutes one of the most serious breaches of accountability. It is also a serious protection concern and erodes the confidence and trust of affected communities and the host country in all those providing assistance

**Task team objectives :**

- Foster a culture of accountability and protection from sexual exploitation and abuse at all levels of the humanitarian system.
- Encourage institutionalization of AAP and PSEA within humanitarian organizations, including local and national NGOs, INGOs, Red Cross Red Crescent movement and UN Agencies.
- Support operationalization of AAP and PSEA at collective level as well as individual agency level.

**Participation :**

Participation is open to all interested humanitarian organisations, especially operational agencies. The task team brings together NGOs, UN, IOM, the Red Cross/Red Crescent Movement, and other national and international organisations on an equal footing. Participants may also be non-IASC or development actors. Participants are expected to actively contribute to the work of the Task Team and take on responsibilities to advance the Task Team's work

**Upcoming Meetings**

<b>SEP</b> 09 2016	AAP PSEA Task Team meeting Geneva + dial-in 15:00 to 16:30	<b>OCT</b> 14 2016	PSEA focussed meeting-IASC AAP PSEA Task Team Geneva + dial-in 15:00 to 16:30
<b>NOV</b> 11 2016	AAP PSEA Task Team meeting Geneva 15:00 to 16:30	<b>DEC</b> 09 2016	PSEA focussed meeting-IASC AAP PSEA Task Team Geneva + dial-in 15:00 to 17:30

**Past Meetings**

**HELPDESK**

HELPDESK - "You have a question ? You need technical advice on AAP or PSEA? You are looking for best practice ? " Email: helpdesk-aap-psea@junhcr.org

**PSEA TASK FORCE WEBSITE**

PSEA task force and toolkit of PSEA materials  
<http://www.pseataaskforce.org/>

**SERVE WITH PRIDE**

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**SECTIONS**

IASC Task Team on Accountability to Affected Populations and Protection of Sexual Exploitation and Abuse (AAP/PSEA)

Documents  
Meetings  
News  
Pressions

**RECENTLY PUBLISHED DOCUMENTS**

August 2016

Minutes of the IASC AAP PSEA TT meeting July 8th

Visual support IASC AAP PSEA TT

Helpdesk

Link to the psea taskforce website

Minutes and visual supports of our meetings

Updated TORs

List of upcoming meetings/ and past meetings with related documents

# Updated TORs

Obj 1.3 Maintain a user friendly and updated information repository

**IASC**  
Inter-Agency Standing Committee

## Terms of reference: IASC AAP-PSEA task team Accountability to affected populations and Protection from sexual exploitation and abuse

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### 3 workstreams in the 2016/2017 workplan

#### Work Stream 1 Capturing and sharing good practice on AAP and PSEA

- 1.1 Provision of remote technical support
- 1.2 Generate evidence on impact of AAP/PSEA
- 1.3 Maintain a user friendly and updated information repository

#### Work Stream 2 Support to Operationalization of AAP/PSEA

- 2.1 Provision of direct technical assistance on AAP/PSEA
- 2.2 Provision of recommendations on AAP/PSEA placement within humanitarian procedures and processes in the field

#### Work Stream 3 Inter-agency collaboration on PSEA

- 3.1 Ensure the PSEA workstream complements other PSEA-related initiatives
- 3.2 Strengthen investigation and protection responses to SEA allegations
- 3.3 Incorporate lessons learned from the PSEA CBCM pilot project into the revised IASC CAAP
- 3.4 Support issues raised following the CBCM pilots and during the discussion on global SOPs
- 3.5 Interagency awareness campaign

### Structure

- The task team is co-chaired by a UN agency and an NGO. The role of co-chair is to:

- ✓ Steer the Work Plan implementation and Chair meetings
- ✓ Advance broader objectives on AAP and PSEA
- ✓ Link with Senior Focal Points IASC Champions and with other Task Teams and Reference groups
- ✓ Represent the Task Team externally, including speaking on behalf of the Task Team
- ✓ Advocate for greater inclusion at global level of national actors



- Task team members participate in monthly meetings to update the group on progress achieved on each workplan objective. PSEA focused meetings alternate with meetings on both AAP and PSEA.
- Task Team Meetings are held in Geneva, with the possibility to call-in. Agendas are based on suggestions from Task Team members and determined by the Co-Chairs.
- The Task Team Coordinator support the group of organisations involved in delivering on each objective

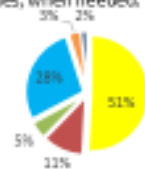
### Accountability

The 84th IASC Working Group in March 2013 agreed that Task Teams are to be "accountable to the IASC Working Group."

An IASC Working Group Sponsor should work closely with the Task Team to meet its objectives and ensure links with the IASC Working Group. The IASC Secretariat follows each of the IASC subsidiary bodies, and the task team reports every six months to the IASC working group on progress on its workplan.

### Participation

Participation is open to all interested humanitarian organisations, especially operational agencies. The task team brings together NGOs, UN, IOM, the Red Cross/Red Crescent Movement, and other national and international organisations on an equal footing. Participants may also be non-IASC or development actors. Participants are expected to actively contribute to the work of the Task Team and take on responsibilities to advance the Task Team's work. Participants represent their organisations and, where applicable, ensure that their IASC Working Group, Emergency Directors Group or IASC Principal representatives are regularly briefed on the Task Team's work and progress. Experts, donors, and/or governments, may be invited as observers to provide technical input or to discuss certain relevant issues, when needed.



Breakdown of the 67 organizations on the mailing list

- The task team has seen an increase in active members with an average 35 participants in each monthly meeting.
- The task team mailing list includes 195 recipients from 67 organisations
- The IASC AAP PSEA TT has reached out to several national stakeholders to ensure stronger participation of local organizations in the Task Team at the global level

Currently the task team is co-chaired by UNHCR and OFADEC

Contacts :

co chairs  
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law@unhcr.org  
Mamadou Ndriaye  
mndriaye@ofadec.org

Coordinator:  
devalon@unhcr.org

All meeting documents and key publications are uploaded on the IASC website:  
<https://interagencyandngocommittee.org/accountability-affected-populations-including-protection-sexual-exploitation-and-abuse>

You have a question ?  
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# Suggesting key actions to operationalise AAP and PSEA

What do we have already? And What else could we add?

	Resident Coordinator	Humanitarian Coordinator	Humanitarian Country Team	Intercluster	Clusters	Agencies
TORs	PSEA yes, AAP, no	AAP yes, PSEA, no				
Performance evaluation (Compact)	Encourage inclusion of AAP and PSEA	Encourage inclusion of AAP and PSEA				
IASC brief guide for RC	AAP yes, PSEA no					
IASC Handbook for RCs and HCs on Emergency Preparedness and Response	AAP no, PSEA yes					
Actions to be Taken by UN Senior Management at Country Level to Implement the SG Bulletin on Special Measures for Protection from Sexual Exploitation and Sexual Abuse (ST/SGB/2003/13)	x	x				
IASC Principal statement on PSEA Dec 2015		x	x			x
Guidance note on AAP and Protection	x	x	x	x	x	x
Lists of suggested actions to strengthen AAP and Protection through the HPC	To be developed	To be developed	To be developed (link with STAIT)	x	x	
Revised IASC CAAP on AAP and PSEA		To be finalised				
Core Humanitarian Standard, indicators and guidance notes	Mentioned in the RC Handbook	Develop list of key actions for HC to encourage use of the CHS	x	x	x	x
Guidelines to implement the Minimum Operating Standards Protection from Sexual Exploitation and Abuse by own Personnel		x	x			x
Global standard operating procedures on cooperation in interagency complaints mechanisms		Develop list of key actions for HC	x			x
CBCM best practice guide		Develop list of key actions for HC	x			x

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# UN Key Initiatives on Preventing and Responding to SEA

Presentation on the work of the Special Coordinator on UN  
Response to SEA

*Inspector General's Office*

# Background on the Special Coordinator's work

- CAR Panel
- Need for a UN coordinated approach
- The role and mandate of the Special Coordinator



# Prevention

- Training
- Communication / Outreach
- Vetting prior to deployment
- Risk assessment

# Response and Accountability

- Complaint mechanisms and Victims Assistance
- Investigations
- Prosecution by national authorities
- Information sharing and reporting
- Accountability

# Jane Holl Lute article “together in the fight against SEA”

UN SYSTEM WIDE

## Together in the fight against sexual exploitation and abuse

*Faced with growing and serious allegations of sexual exploitation and abuse in UN operations, Secretary-General Ban Ki-moon appointed Jane Holl Lute, former Deputy Secretary of US Homeland Security, as his special coordinator on the issue. Here she explains how she has been working to tackle the problem in the heart of the UN peacekeeping operations.*



### JANE HOLL LUTE, SPECIAL COORDINATOR

Serious allegations of sexual exploitation have again emerged to cast a shadow over United Nations peace operations, and deeply disturbing charges have also been levied against other national and international forces operating under UN Security Council mandates. Victims range as young as five and six years old – in societies often struggling to survive the most desperate circumstances.

What can be done to prevent these acts? What are the elements of effective programs to prevent abuse, and who is responsible to ensure that abusers are punished, victims are aided, and justice is done?

Why does abuse continue to happen? To confront truly the reality of sexual exploitation and abuse, we must confront a silent truth too often left unspoken: that there is no family, no school, no place of worship or work, no military, no government – in fact, no place on earth – safe from (or immune to) the scourge of sexual predation. The potential for sexual exploitation and abuse lurks as an ever-present danger for women and children anywhere and for the vulnerable among us everywhere.

Together, we in the United Nations must act as if we understand this reality and elevate preventing sexual exploitation and abuse to the level of mission performance – we must make it every bit as important as delivering aid, facilitating elections, or conducting negotiations.

The United Nations is charged with a special trust: to protect the vulnerable, to stand for justice when it is absent, and to bring hope where there is none. Every time a single of our number commits an exploitive or abusive act, they violate that trust – they shatter a victim’s life, and the Organisation – and each of us – is all the less for it. Surely, there can be no one in the UN system unaware of the scourge of sexual exploitation and abuse. Surely, there is no one who can claim ignorance of the deeply damaging lifelong effect these acts have on the most vulnerable populations we serve. No civilian, soldier, or police professional who serves in the field – whether in peacekeeping, development, or humanitarian assistance – whether on emergency deployment or long-term assignment, can turn a blind eye or closed ear to this problem.

**What can be done to prevent sexual exploitation and abuse? Does anything work?**

Across the UN system – at Headquarters and in the field – countless individuals work tirelessly to put effective prevention and response programs in place. The Secretary-General has repeatedly emphasized the standard of zero tolerance. Important examples of best practice exist. For example, Malawi commanders must have previous experience as peacekeepers, have a command philosophy on SEA, and conduct regular active trainings of all personnel. Other contingents restrict the wearing of civilian clothes by uniformed personnel, limit unofficial contact with local populations, and receive regular oversight visits from their national chains of command. In MONUSCO, we are piloting community-based complaint mechanisms that actively engage local elders, religious leaders, and other community leaders to promote wider understanding of what UN standards are and where victims can go to report instances of exploitation and abuse and receive assistance. Commanders and civilian senior officials in the field are on notice that inattention to this agenda or inaction in the face of serious allegations will result in their dismissal. South Africa, Egypt, Tanzania, amongst others, have taken expeditious action in the face of credible allegations to investigate and hold individuals accountable for their acts.

There are no magic wands to wave here. Preventing sexual exploitation and abuse must be a constantly visible, audible, and actual priority. Senior leaders – civilian and military – must set the tone at the top with their own exemplary behaviour and insist on the same standards down the line. Leaders at every level must ensure that standards of conduct are reinforced with meaningful training. Every single person affiliated with the United Nations must recognize his or her individual responsibility to uphold the highest standards of conduct and work to build a culture and working environment where others do so as well. When complaints of exploitation and abuse arise, leaders must react quickly with assistance to victims. Appropriate law enforcement authorities must conduct timely and competent investigations that yield clear outcomes and public accountability. Member States must support these

steps. If we do these things, the record of performance will improve.

Some individuals may chafe at these responsibilities, believing that their role in the UN is confined to delivering programmes or conducting patrols, and that vigilance to prevent abuse or action to report or respond to allegations of abuse is someone else’s problem. They should seek work elsewhere. Each of us must take responsibility to create a culture of professionalism based on the high purposes to which this Organisation points and collectively we must build a record of performance on this issue in which we all can take pride.

There is much more to do. As special coordinator to strengthen the UN system to prevent and respond to allegations of sexual exploitation and abuse, I have been charged by the Secretary-General to strengthen measurably the system’s ability to prevent and respond rapidly to this unacceptable behaviour. The Secretary-General has also charged every head of office, agency, fund, programme and field

mission to associate personally with this effort. The world will judge our record by the facts: are instances of abuse going down or not?

The criminals who commit these acts actively seek out the most vulnerable and prey on their privation, offering false promises, small change, or meagre rations for sex. These predators spare no one; they care for no one but themselves. They have no moral compass, and, indeed, no conscience. But they are not smarter than we are, nor are they cleverer or able. We have the higher purpose, the stronger hand, the greater number. We must raise our voices and activate ourselves to end this blight. No single person, office or agency can do all that must be done to eradicate sexual exploitation and abuse. It will take each of us, and all of us, to stand up for everyone who still sees in the blue flag of the United Nations the very best humanity has to offer. ■

# Update on the PSEA mapping

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CHS Alliance

Objectives

Programme

Challenges

Recommendations

# meeting of experts on investigations of SEA by aid workers on 5 July 2016:

- 1) in-depth discussion on challenges and good practices
- 2) capture findings and lessons learned in an anonymized report, to be used as the background paper for the 2016 CHS Alliance PSEA conference

- Brainstormed type of challenges met by investigators
  - Prioritized challenges and discussed possible recommendations
  - Shared specific examples of challenging investigations for the group to identify solutions
  - Identified specific areas for further discussions
- Are watertight investigations possible?
  - Links between SEA allegations and other type of allegations, such as fraud and corruption
  - Senior management support into the investigation process
  - Remote coaching of investigators
  - expertise within the organization and the sector
- role and responsibility of senior management,
  - where does PSEA sit within an organisation, HR management
  - role of PSEA focal points, role and limits of investigators,

# Revision of the IASC CAAP

2011 CAAP

Leadership/Governance  
 Transparency  
 Feedback and complaints  
 Design Monitoring and Evaluation

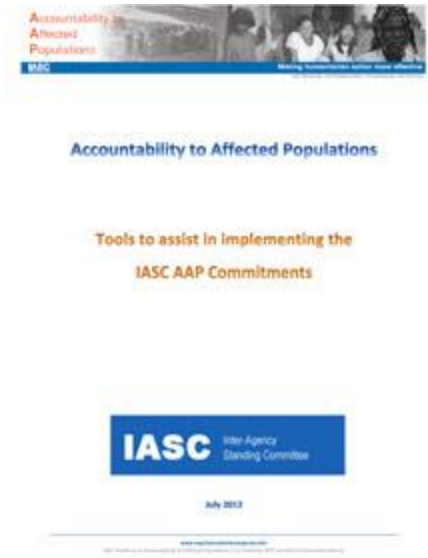
Key documents



The 5 commitments



The operational framework



The tools

# Revision of the IASC CAAP

Done to date?

• Discussion with ALNAP, CHS Alliance, IOM, the Near Network, the Sphere Project, UNHCR, UNICEF, UNRWA

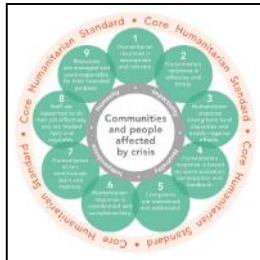
Key Questions

- What changes did the 2011 CAAP bring to affected communities?
- What were the challenges to actually communicate the IASC CAAP to the operational level and implement it?



Survey ?+  
Unicef  
analysis  
paper at  
cluster level

Key new aspects we have reflected in the revision



Equal partnership with local actors

PSEA

Collective approaches

Centrality of Protection

Changed humanitarian landscape

Next steps

- Finalise the revised 5 commitments with the small group
- Develop corresponding indicators to actually be able to measure progress on how the CAAP are implemented. Ensure reference to the CHS operational framework and the MOS on PSEA
- Send out the commitments and the indicators to all Task team members for comments.



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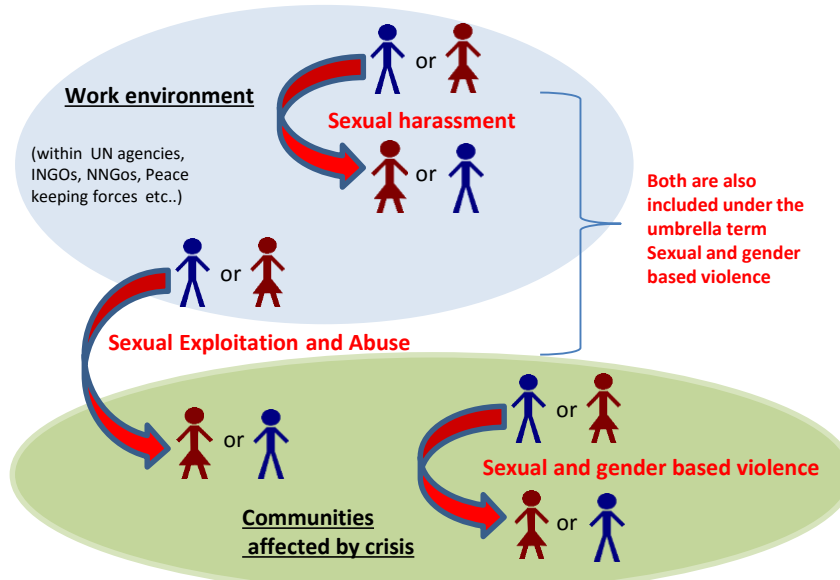
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[helpdesk-aap-psea@unhcr.org](mailto:helpdesk-aap-psea@unhcr.org)

# Understanding the differences between Sexual Exploitation and Abuse, Sexual Harassment and Sexual and Gender Based Violence



*Comment: in the 3 cases, the survivor and the perpetrator can be man or woman, ie there can be for instance sexual harassment by a man on a man*

## Definitions

**Sexual and Gender based violence**

An umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially-ascribed differences between males and females (i.e. gender). It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty.

**Sexual Abuse**

The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. All sexual activity with a minor is considered as sexual abuse. *Comment: "Sexual abuse" is a broad term, which includes a number of acts described below, including "rape", "sexual assault", "sex with a minor", and "sexual activity with a minor".*

**Sexual Exploitation**

Any actual or attempted abuse of 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. *Comment: "Sexual exploitation" is a broad term, which includes a number of acts described below, including "transactional sex", "solicitation of transactional sex" and "exploitative relationship".*

**Sexual Exploitation and abuse**

A defined breach of the provisions of the Secretary General Bulletin ST/SGB/2003/13 (or the same provisions adopted for military, police and other personnel) referring to definitions provided above

**Sexual Harassment**

Any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another. Sexual harassment may occur when it interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive environment. It can include a one-off incident or a series of incidents. Sexual harassment may be deliberate, unsolicited and coercive. Both male and female colleagues can either be the victim or offender. Sexual harassment may also occur outside the workplace and/or outside working hours. *(source : UNHCR Policy on Harassment, Sexual Harassment, and Abuse of Authority)*

*Comment: Sexual Harassment does not necessarily imply a sexual act. If there is a sexual act, it might be considered sexual assault.*



## PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE (PSEA)

### *Facilitators' Training Manual*

*As part of the Ethics Training and Resource Kit, this manual aims to guide facilitators in conducting a training session on Protection from Sexual Exploitation and Abuse (PSEA) of persons of concern, by our own personnel. A sample PowerPoint to accompany the session is available from the Ethics Office.*

UNHCR ETHICS OFFICE

MAY 2016



**PREVENTION OF  
SEXUAL EXPLOITATION AND ABUSE**  
by UN Personnel

LET'S START

# UN New mandatory e-learning programme

## Objectives

to strengthen training on the standards of conduct, as well as the expectations of accountability and individual responsibility in matters of conduct and discipline, with a special focus on sexual exploitation and abuse.

## Target

All uniformed and civilian personnel . The new programme complements the pre-deployment training that Member States are currently responsible for providing, and in situ training that uniformed and civilian personnel receive.

## Content

- Self-paced programme
- Scenarios based on case studies and short videos; short quizzes; a final assessment.
- The programme will track the number of personnel who take the training, while providing a new tool outside of the classroom setting.
- The programme will be translated into all UN official languages, as well as languages of top troop and police contributing countries.

## Roll out

- Currently being piloted at UN headquarters and to select uniformed and civilian peacekeeping mission staff.
- The rollout to all field missions, as well as all peacekeeping and field support personnel in Headquarters, will be completed by the end of 2016. The programme will be available for all Secretariat personnel in early 2017.
- Discussions are on with UNDP, UNFPA, UNICEF and UNHCR as they have expressed interest in the possibility of adapting the elearning for their own use so we can have consistent messaging across the system. Contact [Uberoi@un.org](mailto:Uberoi@un.org) if you also are interested

# PSEA e learning on Disasterready.org

← → ↻ 🔒 <https://disasterready.csod.com/LMS/LoDetails/DetailsLo.aspx?loid=f3e7376e-a2d6-46d0-8563-dcc8b4da42ff&query=%3Fs%3D1%26q%3Dprevent>



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## Training Details

- To Serve with Pride: Zero Tolerance for Sexual Exploitation and Abuse**  
This 20 minute video addresses the problem of sexual exploitation and abuse (SEA) toward beneficiaries and community members by NGO personnel, international organizations and their membership bodies and UN staff, volunteers and representatives. It is a useful tool to better understand SEA as one for... [read more](#)
- To Serve with Pride - Video Discussion Guide**  
This 18 page guide is used to facilitate a presentation and discussion of the training film —To Serve with Pride: Zero Tolerance for Sexual Exploitation and Abuse (SEA) Film discussion objectives: Raise awareness among staff of the occurrence of sexual exploitation and abuse, the seriousness of... [read more](#)
- To Serve With Pride - Video Discussion PowerPoint**  
This 13 slide presentation is intended to reinforce key messages of the training film —To Serve with Pride: Zero Tolerance for Sexual Exploitation and Abuse (SEA). Useful for organizations to facilitate discussion and questions on compliance with their SEA code of conduct and/or the Secretary-General's Bulletin.
- PSEA Frequently Asked Questions**  
This 6 page document provides answers to frequently asked questions around the general application of the Secretary-General's Bulletin on Special Measures for Protection from Sexual Exploitation and Sexual Abuse.
- Introduction to Sexual Exploitation and Abuse (SEA 101)**  
In this 25 minute online course, learn the steps organizations take to address Sexual Exploitation and Abuse (SEA) by understanding what it is, the international standards endorsed by NGOs, and creating a code of conduct to prevent and respond to incidents of SEA.
- Mainstreaming Sexual Exploitation and Abuse Prevention and Response (SEA 201)**  
This 35 minute online course covers the fundamental elements all organizations should have in place to adequately prevent and respond to the sexual exploitation and abuse (SEA) of beneficiaries. The course explains the minimum operating standards of the four pillars for prevention of SEA, provides a... [read more](#)
- Managing Sexual Exploitation and Abuse Investigations**  
This 15 minute online course details management's role when investigating Sexual Exploitation and Abuse cases and accessing key tools and materials to assist in managing the investigation.

### Preventing Sexual Exploitation and Abuse (PSEA)

Curriculum · InterAction · 1 hour, 35 minutes

★★★★★ (5)

Request

This 95-minute curriculum is designed to provide relief and development organizations online training resources to support implementing and/or strengthening sexual exploitation and abuse (SEA) code of conduct policies and procedures as well as management's role with investigation of SEA incidents. The online resources include:

- Online Courses
- Video
- Discussion Guide
- PowerPoint Presentation
- FAQ's

What is disasterready.org ?

“Trusted by more than 80,000 humanitarians and developed in collaboration with leading aid agencies and humanitarian experts, DisasterReady.org makes cutting-edge professional development resources available to aid workers and volunteers - anywhere, anytime, at no cost. DisasterReady.org’s online learning library of more than 600 training resources is constantly expanding and covers core topics such as Humanitarianism, Program/Operations, Protection, Staff Welfare, Management and Leadership, Staff Safety & Security, and Soft Skills. DisasterReady.org is available as an open online learning portal for individuals to register on their own or for organizations looking to provide online training to employees and volunteers .” *Source : disasterready.org website*

# Agenda:

Update on obj 1.3 and 2.2 from our workplan

workstream update: Inter Agency Collaboration on PSEA

**Objective 3.1** Ensure the PSEA workstream complements other PSEA-related initiatives and addresses gaps at field and global levels :

- Presentation on the work of the Special Coordinator on UN Response to SEA (Coralie Colson UNHCR)
- Update on the PSEA mapping (Tristan Burnett IOM)

**Objective 3.2** Strengthen investigation and protection responses to SEA allegations

- Debriefing on 5 July meeting of experts on investigations of SEA by aid workers (Genevieve Cyvoct, the CHS Alliance)

**Objective 3.3** Incorporate lessons learned from the PSEA CBCM pilot project into the IASC CAAP

- Update on the revision of the IASC CAAP (Smruti Patel the NEAR Network)

**Objective 3.4** Support issues raised following the CBCM pilots and during the discussion on global SOPs

- 2 pager on SEA/ Sexual Harassment / SGBV (Astrid de Valon IASC)
- PSEA training package (UNHCR)/ UN e-learning program (UNDFS)
- Discussion on the importance of prevention activities including risks analysis and protection strategies.
- Discussion on budgeting for SEA activities

**Objective 3.5** Interagency awareness campaign

- Presentation of agencies awareness material (UNHCR and Care International)

# CARE PSEA awareness material

gender - Sexual Abuse -> gender.care2share.wikispaces.net/Sexual+Abuse+and+Exploitation

## Sexual Abuse and Exploitation

**Overview**

CARE International's Overall Approach to Prevention of Sexual Exploitation and Abuse

See the [CI Policy on Prevention and Response to Sexual Exploitation and Abuse](#), approved by the CI Board Executive Committee in September 2009. Click here for the policy in [French](#).

CARE has always placed high importance to core values of dignity, security, non discrimination and equality and endeavors to continuously improve its staff policies to ensure that there is zero tolerance for any discriminatory, harassing or exploitative conduct in its workplace.

In response to reported cases of sexual exploitation of intended beneficiaries by staff from humanitarian aid organizations in West Africa, CARE constituted a *Task Force* to investigate the allegations of sexual exploitation of program beneficiaries by Humanitarian Aid workers. Although investigations showed that no CARE employees were involved in that instance, the potential for such incidents was recognized, and the urgent need to institute mechanisms to prevent exploitation of all kinds and investigate and intervene into any such allegations of sexual exploitation and abuse of project participants.

Each CARE member initiated actions to put in place specific policies and standards for staff conduct and orientation and training of staff for effective implementation of such policies. CARE USA developed additional guidelines and resource materials, established an SEA Advisory Group and supported implementation of pilot activities in the Country Offices to educate staff and empower communities to report SEA concerns. CARE is also actively engages with UN and non UN Development Organizations for knowledge sharing and development of new tools and resources to eliminate sexual exploitation and abuse by humanitarian workers. CARE International is a signatory to the high level statement of commitment of UN and non UN entities on PSEA launched in 2006.

The overall approach recognized that

- Sexual exploitation and abuse is a taboo subject and people hesitate talking about it openly in most cultures.
- Gender-biases and discrimination are deeply embedded across cultures, therefore, bringing about positive and progressive change in attitudes and behavior will require a long-term commitment.
- Given the unequal power relations between men and women and between providers and beneficiaries it is essential to find ways to ensure confidentiality and sensitivity in handling of any allegations of sexual exploitation.

CARE recognizes the terms sexual harassment (SH), sexual exploitation and abuse (SEA) and sexual and gender based violence (SGBV) have overlapping concepts and uses the term sexual exploitation and abuse specifically to refer only to abuse by humanitarian workers of project participants and communities. Similarly, the term sexual harassment is used to address misconduct of sexual nature in the workplace and SGBV is used to address issues in the communities we work with through our programming. This distinction enhances clarity in organizational measures and accountability.

### CARE PSEA Training Resources (new June 2016)

2 hour PSEA introductory session includes session guide, powerpoint, handout and case study.

- [SG PSEA Intro.docx](#)  
Details Download 33 KB
- [PP PSEA Intro v2.ppt](#)  
Details Download 994 KB
- [HO PSEA Intro - Employee standards.doc](#)  
Details Download 44 KB
- [HO PSEA Intro - Case Studies.docx](#)  
Details Download 15 KB

2 day PSEA sensitisation workshop - training manual in French:

- [PSEA-2 Day Workshop Manual-French.pdf](#)  
Details Download 822 KB

2 day PSEA sensitisation workshop - training manual in English:

- [PSEA-2 Day Workshop Manual-English.pdf](#)  
Details Download 769 KB

## CARE Resource Materials

- [HANDOUT 1- definitions and standards-SH.](#)  
Details Download 36 KB
- [English SE docs.zip](#)  
Details Download 257 KB
- [French SE docs-05.zip](#)  
Details Download 262 KB
- [Portuguese SE docs.zip](#)  
Details Download 274 KB
- [Spanish SE docs-05.zip](#)  
Details Download 264 KB
- [Arabic SE docs-05.zip](#)  
Details Download 215 KB

[Guidelines for assessing policies on harassment and sexual exploitation](#)  
[Guidelines for reporting and investigating harassment and sexual exploitation in the workplace, FRENCH](#)  
[Harassment and sexual exploitation in the workplace, facilitation guide, FRENCH.doc](#)  
[Harassment, exploitation and sexual abuse in emergencies, personnel orientation manual, FRENCH.doc](#)  
[Ideas for preventing sexual exploitation in relief operations, FRENCH.doc](#)  
[Preventing sexual exploitation and abuse, senior management training, facilitator guide, FRENCH.doc](#)  
[Preventing sexual exploitation and abuse, senior manager training, facilitator guide, ENGLISH.doc](#)  
[Preventing sexual exploitation and abuse, senior management training, participant guide, ENGLISH.doc](#)  
[Preventing sexual exploitation and abuse, staff training, facilitator guide, ENGLISH.doc](#)  
[Preventing sexual exploitation and abuse, staff training, participant guide, ENGLISH.doc](#)  
[Preventing sexual exploitation and abuse, staff training, participant guide, FRENCH.doc](#)  
[Preventing sexual exploitation and abuse, training of trainers, ENGLISH.doc](#)  
[Preventing sexual exploitation and abuse, training of trainers, FRENCH.doc](#)  
[Training of trainers on prevention of sexual abuse and exploitation, PowerPoint, FRENCH.ppt](#)  
[PSEA, evaluation of training, senior managers, FRENCH.doc](#)

## External Resources

- [InterAction Step-by-Step Guide to Addressing SEA](#)
- [HAP Report - To Complain or Not to Complain](#)
- [High Level Statement of Commitment on Eliminating SEA](#)
- [Save Report - No One to Turn To: The Under-reporting of Child Sexual Exploitation and Abuse by aid workers and peacekeepers](#)
- [SEA FAQs](#)
- [Plan report on SEA in and around schools in Africa](#)



# UNDP awareness material

## PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE BY UN AND OTHER PERSONNEL

### Information Sheet

Sexual exploitation and abuse (SEA) represents a catastrophic failure of protection. It brings harm to those whom we – the UN, NGOs or other international organizations – are mandated to protect and jeopardizes the reputation of our organizations. It also violates universally recognized international legal norms and standards.

#### Six Core Principles (ST/SGB/2003/13)

1. **Sexual exploitation and abuse by humanitarian workers constitutes acts of gross misconduct** and are therefore grounds for 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 defense.
3. **Exchange of money, employment, goods or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour is prohibited.** This includes exchange of assistance that is due to beneficiaries.
4. **Sexual relationships between humanitarian workers and beneficiaries are strongly discouraged** since they are based on inherently unequal power dynamics. Such relationships undermine the credibility and integrity of humanitarian aid work.
5. **Where a humanitarian worker develops concerns** or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same agency or not, **s/he must report such concerns via established agency reporting mechanisms.**
6. Humanitarian workers are obliged to **create and maintain an environment which prevents sexual exploitation and abuse** and promotes the implementation of their codes of conduct. Managers at all levels have particular responsibility to support and develop systems which maintain this environment.

### What is SEA?

**Sexual Exploitation** means any actual or attempted abuse of 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.

### Where do I report SEA?

Any cases or suspicions regarding SEA should be reported to [hotline@undp.org](mailto:hotline@undp.org)

All reports are confidential.

### For more information:

For available trainings, materials, upcoming events visit:

[www.pseataaskforce.org/](http://www.pseataaskforce.org/)



# UNHCR awareness material

## Contacts

### Refer SEA survivors to UNHCR

Beirut: lebbpsea@unhcr.org  
 Bekaa: lebzapsea@unhcr.org  
 Mount Lebanon: lebmtpsea@unhcr.org  
 Qoubayati: lebqtpsea@unhcr.org  
 South: lebtypsea@unhcr.org  
 Tripoli: lebtprsea@unhcr.org

### Report allegations of SEA to the IGO

Email: inspector@unhcr.org  
 Confidential fax: +41-22-739-7380  
 Tel: +41-22-739-8844

**Mailing address:**  
 Inspector General's Office,  
 UNHCR, Case postale 2500,  
 CH-1211 Geneva 2 Depot, Switzerland

### Receive information or guidance on retaliation from the Ethics Office

Email: ethicsoffice@unhcr.org  
 Confidential fax: +41 22 739 7381  
 Tel: +41 22 739 8301 or 8794

**Mailing address:**  
 Ethics Office  
 UNHCR, Case postale 2500,  
 CH-1211 Geneva 2 Depot, Switzerland

### GLOSSARY

- Coercive act: Forcing a person to do something against her/his will.
- Degrading act: Humiliating, undignified.
- Protection against retaliation: Being protected against revenge when reporting SEA incidents.



**UNHCR**  
 The UN Refugee Agency  
 المفوضية السامية لشؤون اللاجئين



**WE, UNHCR STAFF, ALL HAVE THE RESPONSIBILITY TO PROTECT REFUGEES FROM SEXUAL EXPLOITATION AND ABUSE**



### What is Sexual Exploitation and Abuse (SEA)?

Exchanging money, shelter, food or other goods for sex or sexual favours from someone in a vulnerable position is **sexual exploitation**. Threatening or forcing someone to have sex or provide sexual favours under unequal or forced conditions is **sexual abuse**.

### What kinds of sexual conduct are prohibited?

Any act of sexual exploitation and sexual abuse by an international or national United Nations or partner agencies' staff member is a serious misconduct and may lead to disciplinary measures. Specifically:

a) Sexual activity with anyone under the age of 18 is prohibited, regardless to age of majority or age of consent locally;



b) Purchasing sexual acts with money, employment, goods or services is prohibited;

c) Exchanging humanitarian assistance (e.g. food rations, shelter supplies) for sexual acts is prohibited. Humanitarian assistance should never be exchanged for sexual acts; and,



d) Any forced, coercive\* or degrading\* sexual acts are prohibited.

In addition, sexual relationships between staff and beneficiaries of assistance are strongly discouraged, because of the difference in power and the potential for this to be abused.

You have the obligation to stop Sexual Exploitation and Abuse by reporting it to IGO and not keeping silent.



### What responsibilities do you have as a staff member of UNHCR or a partner agency?

- Report any act of SEA committed by UNHCR or partner agency staff to the Inspector General Office (IGO) (see contacts on the back page).
- Create awareness among persons of concern to UNHCR and partner agencies on their rights, the fact that assistance to them is always given freely and should never be conditioned on sexual favours.
- Inform and monitor the conduct of UNHCR and partner agency staff.
- Refer SEA survivors, with their consent, to SEA focal persons in your location (see contacts on the back page).

**Note that there will be no consequences for reporting sexual exploitation and abuse incidents. All persons who report SEA related incidents to IGO are protected against retaliation\*.**

The information contained in this leaflet is from the Secretary General Bulletin "Special Measures for Protection from SEA" (2003) and from the UNHCR IOM an adoption of the Bulletin (2013).



**No humanitarian assistance should ever be traded for sex or money.**

# UNHCR awareness material

## How will UNHCR follow up on my complaint?

- All complaints will be investigated.
- Investigations will be conducted by UNHCR Headquarters, AND NOT BY UNHCR EMPLOYEES IN LEBANON.
- You might be contacted if further information is needed.
- If the investigation ascertains the facts, serious disciplinary measures will be taken against the perpetrator(s), including termination of contract with UNHCR.
- Your safety and security will always be taken into account when following up on a complaint.
- The person you report to will be able to advise and assist with any immediate safety, security, health and legal needs.

## REMEMBER

Your complaint will be kept confidential!

## UNHCR Hotlines

**Beirut/Mount Lebanon:** 01849201 (Monday to Friday 8:30am-4pm)

**Beqaa:** Protection 76611811 (Monday to Friday 8am-4pm)

**North:** 76421605 (Tuesday and Friday 12:30pm-3:30pm)

**South:** 76500370 (Monday to Friday 8:30am-4pm)

## UNHCR Reception Centres

**Akkon:** Appointments at the Tripoli centre.

**Beirut/Mount Lebanon:** In person, in Ramlet El-Baida, Dr. Philippe Him St., behind Spinney's Supermarket, Beirut, Monday to Friday 8am-2pm.

**Beqaa:** Zahle highway, near Kayser Aka Ice Cream (Zahle). No appointments in person. Call 08930468, Monday to Friday 8am-4pm.

**South:** In person, in Villa Kirsch, Al Hosh, in Tyre, Monday to Friday 8am-2pm, or call for an appointment at 76500380, Monday to Friday 8:30am-4pm.

**Tripoli:** In person, next to Rachid Karame Exhibition Centre in Tripoli, Monday to Friday 8am-2pm.



**UNHCR**  
The UN Refugee Agency  
الوكالة الدولية للهجرة

**PROTECTION FROM  
SEXUAL EXPLOITATION  
AND ABUSE COMMITTED  
BY EMPLOYEES OF  
UNHCR AND PARTNER  
ORGANIZATIONS**



## Leaflet from Lebanon, available in English and Arabic



**UNHCR**  
The UN Refugee Agency  
الوكالة الدولية للهجرة

**الحماية من الاستغلال الجنسي  
والإعتداء الجنسي  
المرتكبين من قبل موظفي  
مفوضية الأمم المتحدة العليا  
لشؤون اللاجئين  
والمنظمات الشريكة**



## الخطوات الساتحة للمفوضية

التمثيل: ٧٦٤١٦٠٥ (الاثنين والجمعة ١٢:٣٠ ظهراً حتى ٣:٣٠ ظهراً)  
التمثيل: ٧٦٤١٦٠٥ (الاثنين والجمعة ١٢:٣٠ ظهراً حتى ٣:٣٠ ظهراً)

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التمثيل: ٧٦٤١٦٠٥ (الاثنين والجمعة ١٢:٣٠ ظهراً حتى ٣:٣٠ ظهراً)

التمثيل: ٧٦٤١٦٠٥ (الاثنين والجمعة ١٢:٣٠ ظهراً حتى ٣:٣٠ ظهراً)

## مراكز الاستشارة المفوضية

مفوضية الأمم المتحدة لشؤون اللاجئين: مركز الاستشارة من الاثنين إلى الجمعة من الساعة ٨:٣٠ صباحاً حتى الساعة ٤:٠٠ مساءً

مفوضية الأمم المتحدة لشؤون اللاجئين: مركز الاستشارة من الاثنين إلى الجمعة من الساعة ٨:٣٠ صباحاً حتى الساعة ٤:٠٠ مساءً

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كما: الكونغرس المفوضية الشريكة في فلسطين

■ سيتم المتابعة في جميع الشكاوى.

■ سيتم التحقيق من قبل المفوض الرئيسي للمفوضية وأن يتم من قبل موظفي المفوضية في لبنان.

■ قد يتم الاتصال بك في حال كنت هناك حاجة للتواصل.

■ إذا كنت تتوقع من المفوض، سيتم أخذ معلومات مراهمة بحقك، بما في ذلك: إلقاء عظام مع المفوضية.

■ إلقاء وسلامتك لأحد في حين الاعتراض في كل مراحل التحقيق.

■ ستقوم المفوضية التي ستقدم الشكاوى له بتدابيرها فيما يتعلق: حاجتك، على الصعيد الطبي القانوني أو الأمن وحمايتك.

## تذكراً

سيتم التعامل مع الشكاوى التي قدمتها بسرية!

This leaflet explains what you should know about sexual exploitation and sexual abuse, including what conduct is prohibited and how you can report it.



\* Any act of sexual exploitation and sexual abuse by any employee of UNHCR and its partner organizations is serious misconduct.

\* You have the right to complain and to report any inappropriate behavior, exploitation or abuse by humanitarian workers.

\* It is important to ensure that the allegations and complaints that you may submit to UNHCR are made in good faith.

\* Reporting an incident of sexual exploitation or abuse will not prevent you from getting assistance and will not stop assistance programmes from UNHCR or partners.

\* Acts of sexual exploitation and abuse committed against you are never your fault.

\* UNHCR takes these allegations very seriously, will investigate them independently, and if proven, will take severe sanctions against staff concerned.



## Who can report sexual exploitation and abuse?

Sexual exploitation and abuse can be committed by anyone and anywhere. Everyone has the right to report sexual exploitation and abuse, no matter who is the perpetrator or where it occurred.

## What is sexual exploitation and sexual abuse?



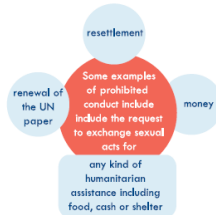
\* Exchanging money, shelter, food or other goods for sex or sexual favours from someone in a vulnerable position is sexual exploitation.



\* Sexual exploitation and abuse encompass any forced act of a sexual nature or purpose, such as, but not limited to, inappropriate touching, sexual intercourse or requesting photos without clothes or veil.

\* Threatening or forcing someone to have sex is sexual abuse.

\* Encouraging someone to conduct any such act with a third person is also considered sexual exploitation and abuse.



Sexual activity perpetrated by staff of UNHCR and partners with anyone under the age of 18 regardless of consent is a prohibited conduct.

## What should I do to report about sexual exploitation and abuse?

If you are the victim of sexual exploitation and abuse, or if you are aware of someone who is, you can immediately report it by:



\* **Calling UNHCR:** In case you decide to call, you only have to mention that you want to report a case of sexual exploitation and abuse. A UNHCR designated employee will call you back to follow up on your report. In order to call you back, you will be asked the time you prefer to be called and your phone number.



\* **Approaching any of the UNHCR Reception Centres,** where you will be referred to speak to a UNHCR designated employee.



\* **Placing your complaint in any of the suggestion boxes available in the Reception Centres.**

\* Complaints can be made anonymously or on behalf of another person.

\* If you are not sure about what organization the alleged perpetrator works for, just mention this in the report.

\* If you feel uncomfortable reporting to UNHCR in Lebanon you can contact UNHCR Headquarters directly:

By E-mail: [Inspector@unhcr.org](mailto:Inspector@unhcr.org)  
By confidential fax: +41-22-739-7380  
By phone: +41-22-739-8844  
By post to: Inspector General's Office, UNHCR, Case postale 2500, CH-1211 Geneva 2 Depot, Switzerland

# WHS and ECOSOC side events : follow up

- IOM & InterAction recently co-organized two events on PSEA at the World Humanitarian Summit (WHS) (23 May) and United Nations Economic and Social Council Humanitarian Affairs Segment (ECOSOC HAS) (27 June)
- A debrief was provided to the Task Team on the WHS event (10 June) & ECOSOC HAS event (8 July)
- This summary report captures key discussions, conclusions & recommendations in more detail



The report will be used to help inform potential next steps, both collectively and by individual organizations, in combatting sexual exploitation and abuse

# Any other update on workstream 3 ?

Actions points from our last meeting :

Monitoring WHS commitments ?

Dates for publication of the best practice guide

**Next IASC AAP PSEA meeting focusing on PSEA : October 14th, 3PM-4.30 PM Geneva time.**

**Next IASC AAP PSEA TT meeting on September 9<sup>th</sup> 3PM-4.30 PM Geneva time.**