



## ANNEX 1

### ***Recommendations for Reducing Risk Factors for Sexual Violence against Humanitarian Aid Workers***

- Organisational culture promotes and protects whistle-blowers;
- Organisational policies and procedures are clear, widely available in multiple languages, and understood by all staff at all levels of operations;
- Messaging is done on the prohibition of sexual violence acts;
- Incidents of sexual violence are appropriately responded to and addressed;
- Perpetrators of all types of misconduct are held accountable;
- Active engagement and feedback is sought from staff members, including constructive criticism;
- Displays of hyper-masculinity and homophobia are actively prohibited;
- Regular messaging and trainings on sexual violence, accepted behaviour in the workplace, and gender equality are conducted;
- Supportive and encouraging workplace is created with the cooperation of all staff members and based on model set by senior management;
- Both legal and moral duty of care adhered to within the organisation; and
- Sexual violence is factored into all levels of risk analysis.