**Annex I- Activities since the appointment of the Co-Champions on Sexual Harassment and Abuse against Aid-Workers**

1. **The establishment of the IASC Co-Champions and the Senior Focal Points on Sexual Harassment and Abuse against Aid Workers**

In December 2016, at IASC Principals meeting, the results and recommendations arising from the Humanitarian Women’s Network Survey (HWN) of some 1,000 UN and NGO field workers from across 70 organizations on their experience with sexual abuse and harassment in the workplace were presented. The survey revealed widespread harassment and abuse, from explicit sexual comments, to sexual assault and rape. Over half of all physical aggressions were committed by a supervisor, and the majority of the respondents reported limited support from their respective Organization or efforts to make them feel safe. 69% of women did not report discrimination, harassment or abuse because of a fear of professional consequences, lack of trust in the system or an absence of a mechanism to report.

The IASC Principals agreed:

* *To appoint Ms. Kate Gilmore, OHCHR, and Lindsay Coates, InterAction, as Co-Champions.*
* *To ensure senior-level participation in an ‘IASC Task Team’, to be convened by the Co-Champions, to take forward a system-wide survey, providing more systematic and deeper analysis, to inform an appropriate ‘road-map’ of action.*
* *To ask Humanitarian Coordinators and Humanitarian Country Teams to raise awareness and reaffirm zero tolerance on this issue, inform on governance structure and support available, with all staff at country level.*
* *Issue an IASC Principals’ statement, expressing ‘zero tolerance’ for such abuse, and commitment to reinforce governance and support for those affected.*
1. **The zero tolerance statement and its dissemination**

In March 2017, IASC principals adopted a joint Statement, re-affirming the collective commitment to zero tolerance on sexual harassment and abuse in the humanitarian sector. In the statement, principals expressed deep concern at the findings of the Humanitarian Women’s Network (HWN) survey and the reported climate of impunity in which discrimination, sexual harassment and sexual abuse took place. IASC Principals committed to further strengthen prevention, accountability and protection policies and structures and to redouble efforts to ensure that all staff were aware of, and complied with, their rights to, and their responsibilities in maintaining, a workplace free of discrimination, harassment or abuse. They further committed to hold perpetrators to account and to protect from retaliation those reporting discrimination, exploitation and abuse On 17 March, the zero tolerance statement was circulated by the Emergency Relief Coordinator to all principals with a letter from the two co-champions.

On 17 April the Emergency Relief Coordinator sent a message to the Humanitarian Coordinators to share with them the IASC Principals’ statement on zero tolerance on sexual harassment and abuse within the humanitarian sector, accompanied by a letter by the Co-Champions. HCs were encouraged to share these documents with the HCT and broader in-country humanitarian community and ensure that staff at country level were aware of the zero tolerance stance and were informed about the governance structures and support available. The Co-Champions called on HCs to support efforts to implement the commitments in the statement.

1. **First meeting of Senior Focal Points on SHA**

The first meeting of Senior Focal Point was convened by the co-champions on 10 May 2017. The following entities participated in the meeting: FAO, IASC Secretariat, ICRC, ICVA, IFRC, InterAction, IOM, OCHA, OHCHR, UNFPA , UN-HABITAT, UNHCR, UNICEF, UNDP, WHO. At the meeting, the Co-Champions presented a draft “checklist” to serve as a tool/guide for individual organizations’ responses as well as a possible basis for collective action. The check-list included action under 8 headings: zero tolerance policy; awareness of zero tolerance policy and applicable rules; complaints and investigation mechanisms; protection of staff reporting alleged sexual harassment and abuse; adequate support to victims; accountability of perpetrators; role of managers at al levels and in all duty stations to promote leadership of, and accountability for zero tolerance of sexual harassment and abuse; and recording, analysis and reporting of data on incidents. At the meeting a discussion also took place on addressing the information gap.

The meeting decided that within a week Senior Focal Points would send comments on the checklist and in a six weeks period SFPs would provide a snapshot of the existing policies and mechanisms in their organizations based on the checklist. It was also decided that those interested in being part of a small group on how to address the information gaps would contact (InterAction).

The minutes of the meeting were circulated on 16 June together with the revised checklist, incorporating the comments received.

1. **ECOSOC HAS Side-event**

A Panel Discussion on "Protection of Humanitarian Action: Sexual Harassment and Abuse of Aid Workers" was held on 23 June during the Economic and Social Council Humanitarian Affairs Segment. The event was moderated by Belinda Holdsworth, Chief of the IASC Secretariat. Panellists included: Kate Gilmore, UN Deputy High Cpmmmissioner for Human Rights and IASC CO-Champion on Sexual Harassment and Abuse of Aid Workers; Megan Norbert, Director of “Report the Abuse” and Niels Scott, UN Resident Coordinator in Georgia, UNDP. DEVEX published an [article](https://www.devex.com/news/un-must-end-toxic-tolerance-of-sexual-abuse-of-aid-workers-top-official-says-90534) on the side-event on 27, following an interview with Kate Gilmore.

1. **Analysis of the Snapshots**

As agreed at the first meeting of Senior Focal Points, based on the checklist endorsed by the group, all entities were asked to provide a snapshot of measures in place to prevent and respond to sexual harassment and abuse. Receiving the information was challenging. After several reminders, 12 responses were received out of 17 entities that had appointed Senior Focal Points. The information provided was in most cases descriptive of the letter of existing policies rather than based on assessments of the effectiveness of their implementation. However, the information received provide very useful insights.

In all or most of the organizations that responded there seemed to be a number of common minimum standards in place:

* Existence in all 12 respondents of a policy detailing duties of staff and managers
* Most policies (9) detailed the duties of all staff members, provided for preventive and corrective measures, and provided for accountability measures for perpetrators.
* Zero tolerance policies had been widely integrated into Codes of Conduct.
* Most organizations had also integrated the policies into mandatory training for all staff.
* Most organizations reported having implemented a ‘Whistle-blower’s protection policy’, ensuring that staff reporting sexual harassment and abuse were protected from retaliation at all stages of the process.
* Most organizations reported that they were able to provide some sort of medical and/or psychological assistance and counselling to victims.
* In all organizations there were conduct/discipline sanctions for perpetrators

In all the above-mentioned areas there were good practices that were not applied consistently across organizations.

The analysis also revealed apparent gaps:

* **Data and analysis** on incidence and prevalence was not always available. There seemed to be no record of cases dealt with through informal processes. Less than half of the organizations reported making aggregated data public regularly. **Perception of Staff**: there appeared to be no regular efforts to assess perceptions around security, trust in the system, effectiveness of policies (whistle-blower, zero tolerance).
* **Assistance to Victims/Survivors:** only half of the policies defined assistance and remedy provided to victims. In many cases, it appeared that staff were not proactively referred to existing services upon making a complaint, but had to seek out the information themselves. Less than half of the respondents reported providing legal support to victims where appropriate.
* **Extending policies to implementing partners:** only 3 organizations explicitly indicated that they stipulated that contracting or implementing partners were required to abide by the policy requirements.
* **Staff Awareness/accessibility of reporting mechanisms**: most organisations did not seem to regularly assess whether staff were aware of different discipline regimes and reporting procedures. They appeared to rely on staff reading and refreshing their own knowledge on the existing policy/ies. Some organizations explicitly indicated that they were unable to assess staff’s awareness and understanding on using reporting mechanisms. Only 4 organizations reported efforts to clearly identify and train focal points to receive complaints.
* **Perpetrators:** no information was provided on sanctions applied to perpetrators. Whilst some organizations explicitly confirmed that misconduct was recorded in employee files, mechanisms to share this information were not reported.
* **Holding managers accountable**: most organizations did not confirm whether there were measures in place to hold managers accountable for communicating the policy effectively to staff, or explaining the policy. Some entities noted that they had no way to effectively measure managers’ responsibility to create an environment free of sexual harassment and abuse.
1. **Second Meeting of Senior Focal Points**

The second meeting of Senior Focal Points took place on 13 October. The following entities participated in the meeting**:** IASC Secretariat, ICRC, IFRC, InterAction, IOM, OCHA, OHCHR, SCHR, UNDP, UNHabitat, UNHCR, UNICEF.

At the meeting the analysis of the snaposhots was presented by Kate Gilmore. In terms of gaps she noted the challenge of data collection and analysis, including issues linked to confidentiality and privacy, and the need to gather better information about circumstances in which SHA happened, what worked to prevent it, and what actions could be taken as a response. She further mentioned the inconsistent approaches taken with regards to staff awareness and accessibility of remedies, victims assistance, training of investigators and actions to hold perpetrators to account, including implementing partners and contractors. She suggested that the next steps could include facilitating good practices replication and collective action in the gaps areas.

IASC secretariat representative also noted that a draft page with the description of the Co-Champions and Senior Focal Points’ work was available at: <https://interagencystandingcommittee.org/iasc-senior-focal-points-sexual-harassment-and-abuse-aid-workers>. This page could become a repository for relevant material and documentation, to facilitate information sharing and replication of good practices.

The meeting agreed that the IASC Co-Champions would share with IASC Principals a report on the 2017 activities of the group of IASC Senior Focal Points on SHA, covering the outcome of the analysis undertaken through the snapshots, and to seek their endorsement of a common work plan for 2018. Examples were given of what could be included in the work-plan, such as looking at existing hotlines and first responders mechanisms or conducting perception surveys to showcase the extent of the problem. There was agreement that in the above-mentioned report the Co-Champions should convey the message that a strong signal was needed by IASC Principals to enhance commitment within individual organizations and empower colleagues with specific mandates/tasks on the issue of SHA.