



ADDRESSING SEXUAL MISCONDUCT IN THE HUMANITARIAN SECTOR



What if it were you?



IASC Inter-Agency
Standing Committee

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**WHY ARE WE HERE TODAY?
WHY IS THIS IMPORTANT?**

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PROTECTION FROM SEXUAL MISCONDUCT What if it were you? 2

WHY ARE WE HERE TODAY? WHY IS THIS IMPORTANT?

AIM: Setting the scene and sharing key messages (*estimated time 5 minutes*)

TALKING POINTS:

Speaker's guide: Speakers may wish to highlight the following key messages by way of introduction.

- **Sexual exploitation and abuse and sexual harassment inflict intolerable harm on the victims, their families, and their communities; it affects many aspects of their lives, their interactions with others, and their safety and well-being.**
- **When humanitarian workers abuse the very people they are meant to be helping, this is one of the gravest violations of the trust placed in them. It is similarly unacceptable when colleagues or partners are targeted.**
- **The damage done can also have a major negative impact on our credibility and funding which, in turn hampers our ability to deliver and support people, thus causing further harm.**
- **It is positive, however, that incidents are coming to light. More and more, victims/survivors have started to speak up. One can never underestimate the amount of courage this takes and we must find every way possible to lighten this burden.**
- **Victims must be at the centre of everything we do.**
- **It is true that the vast majority of us are committed professionals. But these abuses do**



happen and we need to work together to understand why and how to prevent them. One incident is one too many.

- We have brought together our efforts to tackle sexual exploitation and abuse and sexual harassment as they are both rooted in power differentials and gender inequalities, and the needs of victims are similar.
- We need to foster workplaces of inclusion, respect and accountability, where sexual misconduct is not tolerated.
- We have made a lot of progress internally and with our partners in addressing this issue, but we need to recognize the complexities of this task and that we still have a long way to go on this collective journey.

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WHAT IF IT WERE YOU? VIDEO AND DISCUSSION

AIM: Facilitating a discussion on sexual misconduct through showing a video. If, for some reason, the video cannot be played, this package also contains a transcript. *(Estimated time 20 minutes)*


TALKING POINTS:

- I would like to share with you a video to help frame the issue and encourage reflection.
- This video clip may be considered by some as disturbing or trigger emotional distress. If you feel the need to be supported in a safe and confidential environment, remember that you can reach out to [name of staff counsellor / peer advisor / case manager / other support resource relevant in your organization].

Show video (5 minutes) – In PowerPoint or available at <https://youtu.be/yR3649rXJhY>

- I invite you now to share a few reactions after watching this video. I know this may not be an easy topic to talk about, but we need to have these conversations to be able to move forward in our efforts to tackle sexual misconduct. Who wants to volunteer a few remarks or share an initial reaction?

Speaker's guide: If nobody volunteers, the speaker can start by sharing his/her own personal reaction when first seeing the video and/or ask some questions. (Estimated time:15 minutes)



➤ *Sample Questions:*

- **How does this video make you feel?**
- **Do these scenarios seem realistic?**
- **How do you think the victims in these scenarios would be affected by what happened?**
- **What differences and what similarities do you see between the incidents of sexual exploitation and abuse and those of sexual harassment? (see Voices definition handout)**
- **Some of the individuals did not want to speak up. Why do you think that is? What challenges might they face in doing so?**
- **Do you think these abuses have happened or are happening in our organization?**

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TIME FOR REFLECTION

AIM: To discuss what we can all do to improve the situation, through reflecting with colleagues on their own personal behaviour and experiences, grounded in their professional and contextual realities (*estimated time 20 minutes*)

TALKING POINTS:

- **Now that we have discussed the scenarios in the video and the difficulties victims face, it is time for each of us to personally reflect on ourselves, our experiences, and our behaviours.**

*Speaker's guide: One way to facilitate this discussion is to have the audience reflect on the last time they experienced or responded to an instance of sexual misconduct. Here are **some examples** the speaker may wish to use to facilitate the discussion; which can be tailored according to the organizational context/audiences/locations. (Estimated time: 10 minutes)*

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- *When was...*
 - **the last time you witnessed sexual misconduct or inappropriate behaviour?**
 - **the last time a colleague confided in you about issues around inappropriate behaviour?**
 - **the last time you intervened in some way to support a colleague in distress?**
 - **or the last time you thought it was not your place to intervene?**
 - **the last time you made a conscious effort to think about how you use the power that comes with your position?**
 - **the last time you were confronted with an ethical dilemma / reflected on your organization's Code of Conduct?**
 - **the last time you completed a training related to sexual misconduct?**

 - **Beyond these personal reflections, are there additional actions that we should be taking at the organizational level to address sexual misconduct? Are there also initiatives which you might take, in your offices, to contribute to collective action?**

Speaker's guide: Below are some sample questions. It is also suggested that colleagues are encouraged to come up with a list of actions for themselves and their offices. Examples of actions are also included. (Estimated time: 10 minutes)

- *Sample Questions*
 - **If you witnessed sexual misconduct would you feel empowered to speak up?**
 - **What type of support systems do you feel are needed?**
 - **What additional steps might you take in your office to more effectively tackle sexual misconduct?**

- *Examples of Actions*
 - Organize thematic brown bag lunches;
 - Offer screenings of Ted Talks, appropriate films, theatrical or musical performances or art exhibits;
 - Incorporate resources for PSEA and SH activities during program planning exercises;
 - Hold training and/or discussion sessions on PSEA and SH for all colleagues and for partners.

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WE ALL HAVE A ROLE TO PLAY IN THE FIGHT AGAINST SEXUAL EXPLOITATION AND ABUSE AND SEXUAL HARASSMENT

AIM: To summarize the discussion, reaffirm the organizational commitment to tackle sexual misconduct, and emphasize the importance of the engagement of all colleagues in these efforts. (*Estimated time 15 minutes*)

Speaker's guide — *This will need to be tailored by organization; below are some suggested areas to cover:*

- *Provide a summary of key initiatives already undertaken by your organization;*
- *Reiterate your personal commitment to continue to lead the organization in its fight against sexual misconduct;*
- *Recap what the organization has done thus far to combat sexual misconduct, actions suggested and envisioned follow up for points raised during the session;*
- *Highlight future goals;*
- *Emphasize the role that each individual has to play in tackling sexual misconduct.*