

ADDRESSING SEXUAL MISCONDUCT IN THE HUMANITARIAN SECTOR

Communications Package Introductory Note

FOREWORD BY IASC CHAMPION ON PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE AND SEXUAL HARASSMENT, FILIPPO GRANDI

Protection from sexual exploitation and abuse (SEA) and sexual harassment (SH) is a priority of the Inter-Agency Standing Committee (IASC). As IASC Principals, we have made important strides in recent years to strengthen the humanitarian sector's approach to preventing and responding to sexual misconduct and we have also committed to visible leadership in addressing the issue and overseeing results.

Since taking up the role of IASC Champion on PSEA and SH in September 2019, I have followed through on key initiatives outlined under the priorities of my tenure which focus on bolstering prevention, expanding safe spaces and promoting respectful use of authority.

I am convinced that as heads of organizations, together with members of our management teams, we play a unique role in setting the tone on these matters. We have a responsibility to raise the issue of sexual misconduct at every opportune moment, especially when travelling on mission and engaging with our colleagues, with our partners, and with UN country teams.

Based on my experiences at UNHCR, such exchanges with colleagues while challenging, can help open the space for deeper reflection and action. Therefore, I am pleased to share this communications package with all IASC Principals. We hope that you and managers in your organization find it helpful to initiate dialogue with colleagues and partners around the world, in person or virtually.

There is no place for sexual misconduct in the humanitarian sector, and I urge all of you to stay the course in passing on that message wherever you go, it does make a difference.

Thank you,



Filippo Grandi
United Nations High Commissioner for Refugees

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PURPOSE

This communications package can be used by Principals and managers in their teams as a support to initiate dialogue amongst colleagues on the subject of sexual misconduct. The aim is to tackle this difficult issue through leadership, in particular by reinforcing the message that there is no place for such behaviour in our organizations and encouraging self-reflection and active engagement by all. Although this package was intended to be used for a face-to-face dialogue, it can be adapted for use in a virtual discussion.

USER GUIDANCE AND INFORMATION ON PRESENTATIONS

This communications package is a tool meant to facilitate dialogue. Sessions should be guided by one of the two video options. Principals and senior managers using the package are encouraged to watch these two videos, and based on the one they wish to show, use the corresponding PowerPoint presentation:

- **“Voices”**: This presentation is guided by a UNHCR-produced video intended **to spark discussion based on real testimonies from victims**¹. While the PowerPoint presentation includes an embedded version of the video which can be used offline, we are also sharing a link to [the “Voices” video](#) here.
- **“What if it were you?”**: This presentation is guided by an interagency video² designed to **trigger reflection on sexual misconduct situations and how everyone can use their power to initiate change**. While, the PowerPoint presentation includes an embedded version of the video that can be used offline, we are also sharing a link to the [“What if it were you?” video](#) here.

Depending on the video chosen, there will be a slight difference in the PowerPoint presentation, but the substance and key messages remain the same.

Each PowerPoint presentation includes the corresponding embedded video, a short description of the aim of each slide, speaker’s notes and suggested talking points to guide the discussion. The speaker’s notes and suggested talking points are also made available as a Word document.

Both PowerPoint presentations are flexible and, depending on time available and desired area of focus, the speaker has the option of using the PowerPoint presentation either in its entirety or only in part. It is estimated that each presentation in its entirety will take one hour.

¹ We use the term victim in accordance with terminology used across the United Nations (including by the Office of the Victims’ Rights Advocate), while acknowledging fully that victims of sexual misconduct are also survivors, and that for many the term survivor has a more empowering connotation.

² This video was initially produced by IOM and has thereafter been adapted for use in the interagency partner learning package Saying NO to Sexual Misconduct.

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CONTENT OF PACKAGE

This communications package includes one stand-alone document and two document packages [The speaker should choose one based on the preferred video]:

1. This introductory note (stand-alone document)
2. Package option 1: “Voices”
 - a. PPT Presentation with embedded “Voices” video to lead the discussion
 - b. Word version of PPT speaker’s notes for “Voices”
 - c. Key messages and concepts on SEA and SH, as background for the speaker
 - d. Definitions of SEA and SH
 - e. Transcript of video “Voices”
 - f. Explanation of video scenarios
3. Package option 2: “What if it were you?”
 - a. PPT Presentation with embedded “What if it were you?” video to lead the discussion
 - b. Word version of PPT speakers notes “What if it were you?”
 - c. Key messages and concepts on SEA and SH, as background for the speaker
 - d. Definitions of SEA and SH
 - e. Transcript of video “What if it were you?”
 - f. Explanation of video scenarios

SHARE

We would be interested in receiving feedback on this package. If you have any comments or questions, please contact Diane Goodman (goodman@unhcr.org), Senior Coordinator on Prevention of and Response to SEA and SH.