



# SAYING **NO** TO SEXUAL MISCONDUCT

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Inter-Agency Learning Package  
for Partners

**IASC**  
Inter-Agency Standing Committee

# **BACKGROUND**

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Sexual exploitation and abuse (SEA) and sexual harassment (SH) both stem from power differentials and gender inequality. With incidents of sexual misconduct continuing to come to light, humanitarian actors are committed to taking all necessary steps to eradicate SEA and SH from the sector. Ensuring that those caught up in crises can access protection and assistance without fear of exploitation and abuse, and that working environments are respectful, inclusive and safe, are connected and mutually reinforcing objectives. Awareness raising and training of all humanitarian workers is critical to achieve these.

In early 2019, the International Organization for Migration (IOM) successfully launched an innovative approach to training their staff and partners on protection from SEA. As United Nations agencies often work with the same partners, IOM, the World Food Programme (WFP) and the UN High Commissioner for Refugees (UNHCR) decided in March 2019 to adapt the IOM materials to engage partner staff. They worked in synergy with other Inter-Agency Standing Committee members and created a common training package on protection from SEA and SH. The package utilizes clear, sensitive material that resonates with participants and seeks to engage them by triggering emotional connection and reflection, while avoiding the use of complex language and concepts. The adaptation of the package was funded by the UN High Commissioner for Refugees, in his role as IASC Champion on Protection from SEA and SH. The materials will be made available for use by all IASC members and WFP will support the initial roll-out in 2020.

# **OBJECTIVE**

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In order to prevent and address sexual misconduct, every humanitarian worker must understand his/her role and responsibilities in this regard. This IASC learning package aims to equip partner staff with knowledge to define and detect sexual misconduct, and with awareness and skills to guide their reaction and response. It will also enable the often difficult discussions on sexual misconduct in a safe and supportive learning environment.

# STRUCTURE & METHODOLOGY

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The package is designed as a one day (6 ½ hours plus breaks) face-to-face training session that uses case studies, testimonies, group discussions, creative team and role-play activities, powerful videos and thought-provoking questions. It creates a platform for shared reflection on the impact of sexual misconduct and includes a call to joint and individual action. Participants have the opportunity to explore power dynamics, put themselves in the victim's shoes and discuss the importance of reporting allegations. The training material is modular and adaptable. All necessary support materials, including an online support tool for facilitators, will be made available to any IASC partners. At present, the materials are only available in English, but translations in key languages are foreseen for 2020.



# AUDIENCE & TRAINERS

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The Saying No to Sexual Misconduct learning package seeks to engage a wide range of international and national UN partners in operations across the globe. It is designed as a basic package for all partner staff (national and international, junior and senior). Trainers ideally have experience with prevention and response to SEA and/or SH, and should have some facilitation experience. A Training-of-Trainers approach is also feasible. Ideally, multiple agencies will work together in delivering the training package locally.

# CONTRIBUTORS

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# CONTACT

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