

IASC

Inter-Agency
Standing Committee

SAYING NO
TO SEXUAL
MISCONDUCT

WE REPORT

**ANY CONCERNS
OF SEXUAL
MISCONDUCT**



WE KNOW

**WHAT BEHAVIOURS
CONSTITUTE SEXUAL
MISCONDUCT**

WE BEHAVE

**IN A WAY
THAT PUTS
THE VICTIM FIRST**

WE ARE INFORMED

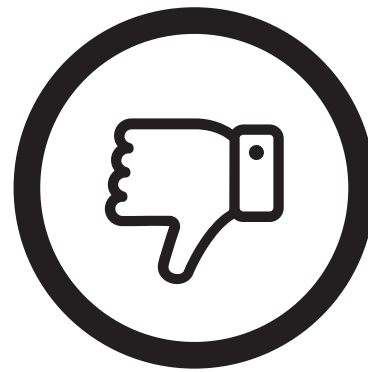
**ABOUT WHAT POLICIES
ARE IN PLACE AT
OUR ORGANIZATION
FOR STOPPING
SEXUAL MISCONDUCT**

USING POWER & INFLUENCE



IN GOOD FAITH:

Behaving in a way and making decisions that have a positive impact on people's lives.



IN BAD FAITH:

Behaving and making decisions that exploit or abuse for personal gain.

SEXUAL EXPLOITATION

**Is an abuse of vulnerability
through power differential.**

**Is when a victim's sexual activity
generates benefits.**

SOME EXAMPLES

- Offering money, gifts, a job in exchange for sex.
- Withholding due services or blackmailing for sex.
- Hiring prostitutes.
- Threats of sexual exploitation.

SEXUAL ABUSE

Is a physical intrusion of a sexual nature.

Is the use of force or coercion to obtain sex.

SOME EXAMPLES

- Unwanted kissing, touching, grabbing, rubbing.
- Threats of an unwanted sexual act.
- Raping or attempted rape.
- Any sexual activity with a child.

SEXUAL HARASSMENT

Is an unwelcome conduct of a sexual nature.

Creates an intimidating work environment.

SOME EXAMPLES

- Unwanted touching, kissing or grabbing of a colleague.
- Attempted or actual sexual assault.
- Raping or attempted rape.

SEA

CORE PRINCIPLES

- 1 SEA is grounds for termination of employment.
- 2 Sexual activity with children is prohibited.
- 3 Exchange of money, employment, goods or services for sex is prohibited.

SEA

CORE PRINCIPLES

- 4 Any sexual relationship that involves improper use of rank or position is prohibited.
- 5 Humanitarian workers are obligated to report any concerns of SEA.
- 6 Humanitarian workers must create and maintain an environment which prevents SEA.

OUR COMMITMENT



SH

KEY MESSAGES

- 1** SH can take many forms and is an act of misconduct.
- 2** SH can occur outside of the workplace or work hours.
- 3** All organizations need policies and processes to ensure victim support.



SH

KEY MESSAGES

- 4 SH victims have the right to support and assistance.
- 5 The victim's rights, needs and preferences should be central.
- 6 Employees should treat all colleagues with respect and take action where appropriate.

OUR COMMITMENT

WE PROVIDE SUPPORT

**TO VICTIMS OF SEXUAL
MISCONDUCT BY:**

- ➔ Empathizing
- ➔ Listening
- ➔ Taking appropriate action

SAYING **NO** TO SEXUAL MISCONDUCT

OUR COMMITMENT



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