## Protection from Sexual Exploitation and Abuse EXECUTIVE BOARD INDUCTION OCTOBER 2020

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**Ethics Office** 



World Food Programme



#### What is Sexual Exploitation?

#### What is Sexual Abuse?

SEA means acts against the people we serve

The actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including for financial gain, personal gratification, or social benefit.





The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive



## Sexual harassment or abuse?

## Sexual Exploitation and Abuse (SEA) is NOT about sexual harassment.

In the United Nations and WFP, SEA means acts against those we serve.

Sexual Harassment, means acts committed against WFP employees.



#### Harassment

any improper or unwelcome conduct that might reasonably be expected or be perceived to cause offence or humiliation to another person.

#### **Sexual harassment**

any unwelcome sexual advance, verbal or physical conduct of a sexual nature, be it an act of sexual violence or any other behaviour of a sexual nature, that might reasonably cause offense or humiliation to another person.

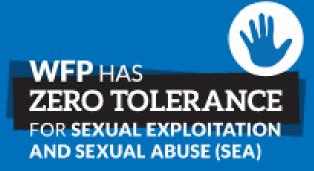


## What is the WFP policy on SEA?

WFP has a **Zero tolerance** policy for sexual exploitation and abuse,

committed both at and away from the workplace,

and during or outside working hours



#### **APPLIES TO**

All WFP employees, regardless of contract type and duration

All WFP partners, suppliers, contract workers and external service providers



## Six Core Principles relating to Sexual Exploitation and Abuse (SEA)

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SEA constitutes acts of gross misconduct and is grounds for termination of employment. Sexual activity with children (<18 year of age) is prohibited.

Exchange of money, employment, goods for services for sex is prohibited, including hiring prostitutes.

#### **NO SECOND CHANCES**

#### **NO SEX WITH CHILDREN**

#### DON'T HIRE/BRIBE ANYONE FOR SEX

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Any sexual relationship with beneficiaries that involves improper use of position is prohibited. Humanitarian workers are obligated to report any concerns regarding SEA by fellow workers.

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Humanitarian workers are obligated to create and maintain an environment which prevents SEA.

#### **NO SEX WITH BENEFICIARIES**

#### **ALWAYS REPORT SEA**

**DISCOURAGE SEA AROUND YOU** 



Adapted from the IASC 6 Core Principles relating to SEA, September 2019

## **Reporting Sexual Exploitation and Abuse**

#### If you observe or suspect SEA is committed by a WFP employee or those associated with the work of WFP, you

are obligated to report it.

Reports should be made to:

\* The designated PSEA Focal Point

at the country or field office levels, or his/her alternate. They will refer the matter to the Office of Inspections and Investigations (OIGI).

#### \* The Office of Inspections and Investigations

Direct: +39 06 6513 3663 FoodSat: 1301 3663 Hotline@wfp.org





## **PSEA workstreams**

#### **Communication, Education, and Outreach**

PSEA Focal Point Network

**Online Focal Points training** 

Key Considerations on PSEA supporting WFP's COVID-19 response

PSEA Advice and Guidance

Internal awareness campaigns

Regional webinars for PSEA Focal Points Inter-agency and donor engagement

WFP-UNHCR Joint

Regional Workshop

PSEA Capacity Assessment Tool for UN

cooperating partners

Interagency Learning package for partners: "Saying No to

Sexual Misconduct"

Integration of PSEA in

WFP initiatives

RC/HC PSEA Coordinators

Contributions to strategic policy documents and tools

Joint Executive Board/WFP Management Sub Working Group

AOPAN: critical review group for case study on SEA and SH

UN uniform PSEA clause for Multi-Donor Trust Fund agreement

World Food Programme

Executive Board Induction – 16 September 2020

# THANKYOU



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Photo: WFP/ Dina El Kassaby