



Leading by example: Strengthening leadership accountability and culture to prevent sexual misconduct

Exhibit on the margins of the annual session of the Executive Board, 2026
Thursday, 25 June 09:00-10:00 or Friday, 26 June 09:00-10:00 – Registration required [here](#) |
Room 0S00, Sustainability Building, WFP headquarters

Context

Sexual misconduct, including sexual exploitation, abuse and sexual harassment, represents a critical ethical, operational and reputational risk for humanitarian organizations. Effective prevention and response require more than policies: it demands visible, sustained leadership commitment and a culture of accountability led from the top.

In 2025, under the Executive Director's IASC Championship on Protection from Sexual Exploitation and Abuse, and Sexual Harassment (PSEAH) WFP developed a leadership session: "*Leading by Example: Ending Sexual Misconduct through Accountability and Culture Change.*"

This interactive exhibit jointly developed by the Security Division (SEC), Protection from Sexual Exploitation and Abuse Unit (PSEA OEDP), and Human Resources Management - Staff Relations Branch (HRMSR) team uses immersive virtual reality methodology to deepen Executive Board engagement on PSEAH and strengthen leadership accountability in prevention and protection. Grounded in WFP's zero-tolerance approach to inaction on sexual exploitation and abuse and sexual harassment (SEAH), the experience invites participants to step into realistic operational scenarios, highlighting how leadership behaviours, decisions and oversight practices directly shape safeguarding outcomes.

Through guided virtual reality modules and facilitated reflection, the session provides Executive Board members with a practical, evidence-informed tool to strengthen their oversight role and reinforce the leadership behaviours required to maintain a safe, respectful organizational culture. It proposes a staged engagement approach to deepen Executive Board-level knowledge, reinforce donor confidence, and position WFP as a thought leader on safeguarding and organizational culture.

It also showcases WFP's innovative approaches and global leadership on PSEAH, including its achievements as the [2024-2025 IASC PSEAH Champion](#) and the implementation of the WFP Strategy on Protection from Sexual Exploitation and Abuse, and Sexual Harassment 2026-2029 (issued by the Executive Director in February 2026).

The exhibit explicitly supports the Executive Board's governance responsibilities as outlined in the WFP accountability and oversight framework (EB.2/2025), which affirms the

Executive Board's duty to provide strategic oversight, set expectations for organizational conduct, and ensure that WFP upholds the highest standards of integrity.

Objectives

The objectives are threefold:

- Increase understanding of PSEAH responsibilities at WFP by giving Executive Board members a realistic, immersive experience that shows how leadership choices directly affect prevention and protection in WFP operations.
- Strengthen accountability and oversight by helping Executive Board members reflect on the behaviours and standards required of WFP personnel for a zero-tolerance to inaction approach and to maintain a safe, respectful organizational culture.
- Increase awareness of the PSEAH strategy and its 2026–2027 priorities, while supporting Executive Board members' reflection on their role in its implementation through governance, oversight and advocacy

Outline of proposed sessions/agenda

The session will be led by technical specialists from SEC, HRMSR and PSEA Unit (OEPD).

The session will offer multiple small group sessions (maximum 12 participants each) for members of the Executive Board.

Participation will be by registration via this form only. In case of any questions or issues completing the form kindly contact: [WFP.PSEA at wfp.psea@wfp.org](mailto:WFP.PSEA@wfp.org).

Expected outcomes

- Executive Board members gain a deeper, experience-based understanding of SEAH risks, seeing first-hand how leadership behaviours and decisions influence safeguarding outcomes.
- Strengthened leadership accountability, with participants recognizing roles in prevention, protection, and maintaining WFP's zero tolerance for inaction approach.
- Increased visibility and advocacy of the 2026–2029 PSEAH strategy, alongside enhanced awareness of WFP's global leadership and innovation in PSEAH, including visibility of its IASC Championship achievements.