



## Every Woman's Rights and Youth Organization for Community Advancement (Ewryoca) Profile

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# **EWRYOCA PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE (PSEA) POLICY**

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## **1. Introduction**

Ewryoca is unwavering in its commitment to safeguarding the safety, dignity, and fundamental rights of all individuals with whom it interacts. As a humanitarian organization operating in complex and vulnerable contexts, Ewryoca upholds the highest ethical and professional standards to prevent and address sexual exploitation and abuse (SEA). Recognizing the disproportionate risks faced by women, children, persons with disabilities, and marginalized groups, Ewryoca adopts a survivor-centered approach to protection and accountability.

This **Prevention of Sexual Exploitation and Abuse (PSEA) Policy** serves as a guiding framework to establish and enforce mechanisms that safeguard individuals from harm, hold

perpetrators accountable, and reinforce a culture of zero tolerance for any form of abuse, harassment, or exploitation. Ewryoca adheres to international safeguarding principles, including those set forth by the **Inter-Agency Standing Committee (IASC) Guidelines, the United Nations Secretary-General's Bulletin on PSEA (ST/SGB/2003/13), and the Core Humanitarian Standard on Quality and Accountability (CHS).**

Through this policy, Ewryoca aims to build a **safe, inclusive, and responsive environment** where all stakeholders—including beneficiaries, employees, and associated personnel—can confidently report concerns, knowing that they will be taken seriously and addressed appropriately. Ewryoca's leadership remains dedicated to ensuring this policy is fully integrated into all aspects of the organization's work, fostering a culture of **integrity, responsibility, and transparency** across its humanitarian response and development programs.

## 2. Purpose

The purpose of this **Prevention of Sexual Exploitation and Abuse (PSEA) Policy** is to establish a robust framework that prevents, mitigates, and responds to incidents of SEA within Ewryoca's programs, operations, and partnerships. It is designed to:

- **Protect vulnerable individuals**—particularly children, at-risk adults, and beneficiaries of Ewryoca's programs—from any form of sexual exploitation, harassment, or abuse perpetrated by Ewryoca staff, associated personnel, or external actors representing the organization.
- **Ensure a survivor-centered response** by prioritizing the dignity, safety, and well-being of survivors through confidential, accessible, and culturally sensitive reporting mechanisms and support services.
- **Define the responsibilities and obligations** of all Ewryoca employees and associated personnel in preventing, identifying, reporting, and addressing SEA incidents.
- **Reinforce a zero-tolerance culture** towards SEA by promoting awareness, training, and accountability mechanisms at all levels of the organization.
- **Enhance risk management and safeguarding measures** by integrating PSEA principles into Ewryoca's policies, operations, program design, and community engagement activities.
- **Align with international best practices and legal frameworks** governing SEA prevention and response, ensuring Ewryoca adheres to national and global safeguarding commitments.

This policy is **non-negotiable** and applies in all circumstances, including emergency response, humanitarian aid distribution, community development programs, field operations, and interactions with vulnerable populations.

### 3. Scope

This policy applies to:

- **All Ewryoca staff, regardless of position, employment status, or contract type**, including full-time, part-time, and temporary personnel.
- **All associated personnel engaged in Ewryoca's work**, including but not limited to:
  - Consultants, researchers, and technical advisors.
  - Volunteers and community mobilizers.
  - Contractors and suppliers delivering services on behalf of Ewryoca.
  - Visitors, including journalists, public figures, donors, and government officials engaged in Ewryoca's activities.
  - Implementing partners, local organizations, and affiliated entities collaborating with Ewryoca in service delivery.

**Ewryoca's PSEA Policy extends to all operational contexts**, including office premises, field locations, online communication platforms, and any situation where individuals interact with Ewryoca representatives. **Third parties or contractors working with Ewryoca are also expected to uphold these standards and are subject to PSEA compliance agreements.**

Failure to comply with this policy—whether through direct misconduct, negligence, or complicity—will result in **immediate disciplinary action**, including termination of contracts, legal consequences, and referral to law enforcement authorities when applicable.

This policy is reviewed and updated **annually or as needed**, ensuring it remains aligned with evolving safeguarding standards and organizational priorities.

### 4. Policy Statement

Ewryoca believes that every individual, regardless of age, gender identity, disability, sexual orientation, or ethnic background, has the right to be free from harm, abuse, neglect, and exploitation. Ewryoca maintains a strict **zero-tolerance policy** for sexual exploitation and abuse (SEA) by its staff and associated personnel.

This policy addresses three key safeguarding areas:

1. **Child safeguarding**
2. **Adult safeguarding**
3. **Protection from sexual exploitation and abuse (PSEA)**

Ewryoca is committed to addressing these areas through prevention, reporting, and response mechanisms.

### 5. Prevention

## **Responsibilities of Ewryoca**

Ewryoca is committed to fostering a safe and protective environment for all individuals, particularly vulnerable populations, by upholding the highest standards of safeguarding. To achieve this, Ewryoca will:

- Ensure all staff are fully aware of this policy, its scope, and their respective responsibilities.
- Integrate safeguarding principles into program design, ensuring that all activities minimize the risks of harm and prioritize the well-being and safety of beneficiaries.
- Implement rigorous recruitment, management, and deployment procedures to prevent potential risks of exploitation and abuse.
- Provide mandatory and continuous safeguarding training to all staff and associated personnel, enhancing their awareness and capacity to respond appropriately.
- Establish a robust accountability framework that mandates immediate and appropriate action in response to any reported safeguarding concerns, ensuring due process is followed.

## **Staff Responsibilities**

All Ewryoca staff and personnel must adhere to the highest ethical and professional standards, ensuring their conduct aligns with this policy. They are responsible for:

- Creating and maintaining a safe and respectful environment for all individuals, particularly vulnerable groups.
- Reporting any suspicions, concerns, or breaches of safeguarding protocols in a timely and responsible manner.
- Actively participating in safeguarding training and staying informed about best practices and policies.
- Demonstrating zero tolerance for any form of exploitation, abuse, or harassment in any context.

## **Child Safeguarding**

Ewryoca is dedicated to protecting children from all forms of abuse and exploitation. All staff and personnel are strictly prohibited from:

- Engaging in any form of sexual activity with individuals under the age of 18, regardless of the local age of consent or cultural norms.
- Subjecting children to physical, emotional, or psychological abuse, including neglect and coercion.
- Involving children in exploitative labor, including trafficking, forced labor, and child soldiering.

## **Adult Safeguarding**

Ewryoca recognizes the need to protect at-risk adults from abuse, neglect, and exploitation. As such, staff and personnel must not:

- Engage in any form of sexual exploitation or abuse of vulnerable adults, particularly those who rely on Ewryoca's services.
- Subject at-risk adults to physical, emotional, or psychological harm, including coercion, manipulation, or neglect.
- Exploit positions of trust and authority to take advantage of beneficiaries or other vulnerable individuals.

## **6. Protection from Sexual Exploitation and Abuse (PSEA)**

### **Prohibited Conduct**

Ewryoca upholds the United Nations standards on PSEA, ensuring all activities align with international best practices. Accordingly, all staff and personnel are strictly prohibited from:

- Offering money, employment, goods, or services in exchange for sexual activity.
- Engaging in sexual relationships with beneficiaries, as this constitutes a grave abuse of power and trust.
- Engaging in any behavior that may create an exploitative or abusive environment.
- Using their position of power to demand sexual favors or engage in inappropriate conduct with vulnerable individuals.

### **Reporting Mechanisms**

Ewryoca ensures that all staff, beneficiaries, and community members have access to safe, confidential, and effective reporting mechanisms. To uphold transparency and accountability:

- Multiple reporting channels, including anonymous and confidential options, will be made available to all stakeholders.
- Reports will be assessed promptly and addressed according to Ewryoca's internal safeguarding protocols.
- Whistleblowers and individuals who report concerns in good faith will be protected under Ewryoca's **Disclosure of Malpractice in the Workplace Policy** and relevant international protection frameworks.

### **Confidentiality**

Ewryoca upholds strict confidentiality in all safeguarding and PSEA case management processes. To ensure survivor protection and dignity:

- All reports, investigations, and related information will only be shared on a strict need-to-know basis.
- Survivor-centered approaches will guide case management, prioritizing the well-being and informed consent of affected individuals.

- Data security and privacy measures will be implemented to prevent breaches or unauthorized disclosures.

## 7. Response

### Reporting and Investigations

All reports of safeguarding violations will be taken seriously and handled with urgency. Ewryoca will:

- Investigate allegations in accordance with its internal policies and applicable national and international laws.
- Ensure that trained safeguarding personnel or independent investigators conduct fair, unbiased, and transparent inquiries.
- Take immediate action to mitigate further risks, including suspension or removal of suspected perpetrators from their roles pending investigation outcomes.

### Disciplinary Actions

Ewryoca enforces a **zero-tolerance policy** for safeguarding violations. Any staff member found guilty of violating this policy will face severe consequences, including:

- Termination of employment or contract.
- Inclusion in industry-wide safeguarding violation registries to prevent future employment in similar roles.
- Legal prosecution in accordance with national and international laws, where applicable.

### Support for Survivors

Ewryoca is committed to survivor-centered responses and will ensure:

- Access to immediate and long-term support services, including medical care, psychological counseling, legal aid, and protection assistance.
- That survivors' needs, preferences, and confidentiality are prioritized in all interventions.
- Coordination with relevant stakeholders, including local authorities, UN agencies, and civil society organizations, to enhance survivor support and referral pathways.

**Alignment with UN Standards on PSEA** Ewryoca's policies align with key UN frameworks, including:

- **UN Secretary-General's Bulletin on Special Measures for PSEA (ST/SGB/2003/13)**, ensuring zero tolerance for sexual exploitation and abuse.
- **IASC Six Core Principles on PSEA**, reinforcing accountability, survivor support, and preventive actions.
- **The UN Victim Assistance Protocol**, ensuring survivors receive holistic, dignified, and effective support services.

- **The UN Implementing Partner PSEA Assessment Guidance**, emphasizing robust safeguarding structures within Ewryoca's operational framework.

By implementing and upholding these standards, Ewryoca reaffirms its commitment to creating a safe, respectful, and abuse-free environment for all beneficiaries and stakeholders.

## 8. Associated Policies

- Ewryoca Code of Conduct
- Gender Policy
- Stakeholder Complaints Policy
- Whistleblower Protection Policy
- Child Safeguarding Policy
- Human Resources Policy

## 9. Glossary of Terms

- **Beneficiary of Assistance** – An individual receiving support from Ewryoca's programs.
- **Child** – Any person below 18 years of age.
- **Harm** – Any psychological, physical, or rights violation.
- **Safeguarding** – Protecting people from harm, particularly in humanitarian settings.
- **Sexual Exploitation** – Abuse of a position of power for sexual purposes.
- **Survivor** – A person who has experienced abuse or exploitation.
- **At-Risk Adult** – An adult who may require care or protection due to age, disability, or other factors.

This policy aligns with global safeguarding standards and has been adapted from recognized international frameworks. Ewryoca remains committed to upholding its safeguarding responsibilities and ensuring a safe, abuse-free environment for all beneficiaries, staff, and community members.

Ewryoca Organizational structure



