



## Tips for investigations into sexual exploitation and abuse by aid workers

INTERVIEWER: OK, great. So, what are some of the challenges when conducting SEA investigations?

AURELIE MARTIN: OK. There are many challenges, but I think I will focus on three main ones.

The first one is, as an investigator, you have to ensure that due process is respected throughout the investigation. So it means that the rights of all persons involved are respected. And that is very important for all investigations, but also for SEA investigations, and also to respect the rights of the subject of the investigation, that is an important point.

The second challenge that I can see – and which is more specific, maybe, to SEA investigations – is to ensure that the security of the survivor is also respected, and that often a challenge is to see what kind of measures you have to put in place to ensure that the security and the safety of the victim is not put at risk.

The third one would be, maybe also the confidentiality issue, because you will often speak to persons who are not necessarily from your organisation – third persons like people from the community, from the refugee community, for instance, and you also have to ensure that they will respect confidentiality. So that's an important challenge that I see during the investigations.

INTERVIEWER: OK great, so the next one is tips for the investigators.

AURELIE MARTIN: OK, let me think – tips for the investigators, OK, yes. So, I can see basically two tips that I can give for the investigators. The first one is plan, plan, plan. Plan your investigation, it's very important, to do the work plan and to foresee any risk or any challenge that you might encounter. Plan everything, for a mission for instance, or the person you want to speak to, and adjust your plan as required during the investigation. Yeah, so that's very important.

And the second tip, which is also important is as an investigator, you have to be able to explain everything that you've done during the investigation. So, you have to document everything. If you have to for instance take documents, you have to do a chain of custody, so it has to be documented, and be able to explain all the steps that you have done during your investigation, especially if you know that it might be challenged in front of a tribunal after the investigation.

INTERVIEWER: Great, very good. And then my final question is do you have tips for organisations when it comes to conducting SEA investigations?

AURELIE MARTIN: I would say that they have to give the authority to the investigators to conduct their investigation. The authority means that they have to ensure staff will cooperate and they have to give all the resources required to conduct the investigation. I think managers have to trust the investigator and be independent and impartial from the investigation. So yeah, give trust in the investigator to conduct the investigation according to the standard that we conduct the investigations and obtain the report at the end. And of course, if the facts are established, managers should take sanctions and appropriate sanctions.

INTERVIEWER: Great, was there anything else that you wanted to say about PSEA or SEA investigations?

AURELIE MARTIN: I would say that a PSEA is really a collective responsibility among an organisation. It will go from prevention, training, awareness raising, and also giving resources to that aspect, and also response to SEA allegations and if the allegations are proven then there should be a sanction taken. So it's really a process, and a collective responsibility.