

# Disability Empowerment Society Nepal

## Policy on the Prevention of Sexual Exploitation and Abuse (PSEA)

### 1. Introduction

The Disability Empowerment Society Nepal (DESN) is committed to creating and maintaining an environment that promotes the highest standards of ethical and professional conduct among all staff, volunteers, and associated personnel. This policy aims to prevent and respond to any form of sexual exploitation and abuse (SEA) within the organization and in our interactions with the communities we serve.

### 2. Scope

This policy applies to all DESN staff, volunteers, consultants, partners, and any individuals working with or representing DESN.

### 3. Definitions

- **Sexual Exploitation:** Any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes, including, but not limited to, profiting monetarily, socially, or politically from the sexual exploitation of another.
- **Sexual Abuse:** The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

### 4. Principles

1. **Zero Tolerance:** DESN has a zero-tolerance approach to SEA. Any form of SEA will not be tolerated.
2. **Respect and Dignity:** All individuals have the right to be treated with respect and dignity.
3. **Empowerment:** We are committed to empowering individuals, especially those with disabilities, by promoting their rights and safeguarding their wellbeing.
4. **Confidentiality:** All reports of SEA will be handled with strict confidentiality to protect the privacy of all involved parties.

### 5. Prevention

1. **Recruitment:** Implement stringent vetting procedures for all staff, volunteers, and partners to ensure they adhere to our values and PSEA standards.
2. **Training:** Provide regular training for all staff, volunteers, and partners on PSEA, emphasizing their roles and responsibilities.
3. **Awareness:** Raise awareness among the communities we serve about their rights and the standards of conduct they should expect from DESN representatives.

### 6. Reporting Mechanisms



1. **Safe Reporting:** Establish multiple safe, accessible, and confidential channels for individuals to report SEA concerns.
2. **Protection of Whistleblowers:** Ensure that individuals who report SEA in good faith are protected from retaliation.
3. **Mandatory Reporting:** All staff, volunteers, and partners are required to report any suspicions or concerns regarding SEA immediately.

## 7. Response

1. **Immediate Action:** Take immediate and appropriate action to protect individuals and communities from further harm when an SEA report is received.
2. **Investigation:** Conduct prompt, thorough, and impartial investigations of all SEA allegations.
3. **Support to Survivors:** Provide appropriate support, including medical, psychological, and legal assistance, to survivors of SEA.
4. **Disciplinary Measures:** Apply disciplinary measures, up to and including termination of employment or contracts, to individuals found guilty of SEA.

## 8. Monitoring and Evaluation

1. **Regular Reviews:** Regularly review and update the PSEA policy to ensure its effectiveness and relevance.
2. **Feedback Mechanisms:** Implement feedback mechanisms to gather input from staff, volunteers, and the communities we serve on the PSEA policy and procedures.

## 9. Responsibilities

- **Senior Management:** Ensure the implementation and enforcement of the PSEA policy.
- **PSEA Focal Person:** Appoint a PSEA Focal Person responsible for overseeing the PSEA activities and ensuring compliance.
- **All Staff and Volunteers:** Adhere to the PSEA policy and participate in training and awareness activities.

## 10. Conclusion

DESN is dedicated to upholding the highest standards of conduct to prevent and address sexual exploitation and abuse. We are committed to ensuring the safety and dignity of all individuals and to fostering an environment of respect and empowerment.

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**Approved by:**

Krishna Maharjan

Secretary General

Disability Empowerment Society Nepal

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