

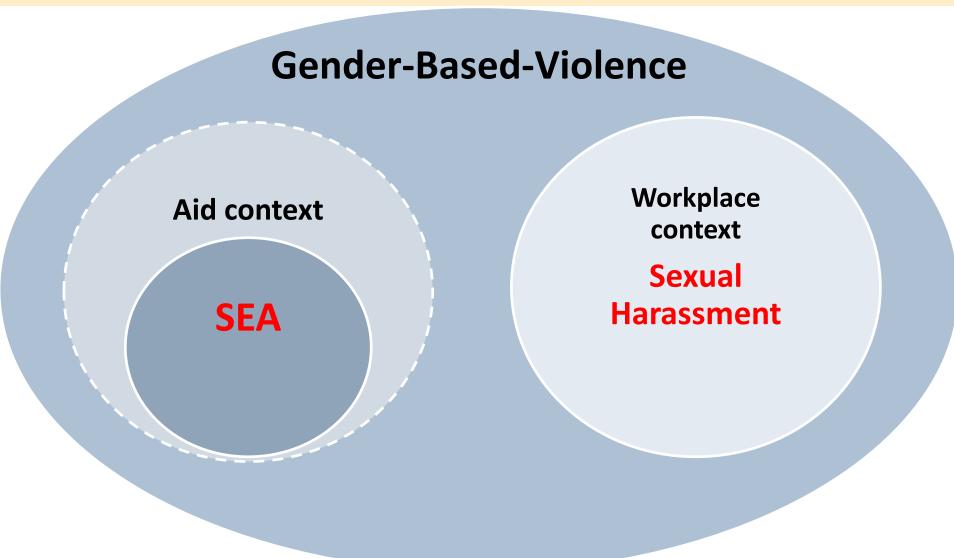
Addressing Sexual Exploitation and Abuse, and Sexual Harassment at Workplace An Update

Joint Segment of UNDP/UNFPA/UNOPS Executive Board 4 June 2018



Sexual Exploitation and Abuse vs Sexual Harassment

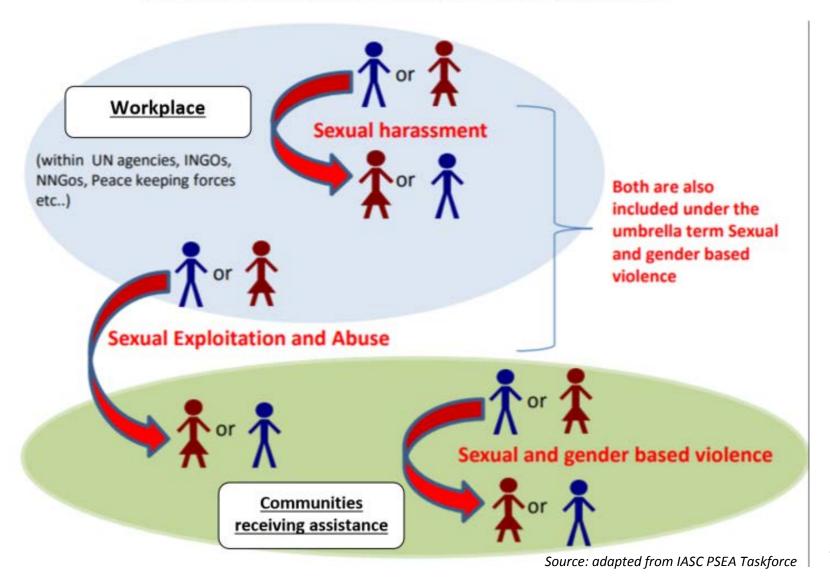




Under the same umbrella but different contexts



Sexual harassment vs. Sexual exploitation and abuse



PSEA WHEEL

Policy: PSEA - SG Bulletin



- ERM SEA risk management
- Vetting: staff/ personnel/ IP (HACT) /Suppliers
- Training: Staff/ personnel /IP / **Suppliers**
- PSEA inter-agency network in country
- Community of PSEA FPs

Prevent

events

Communicate

on events

- PSEA focal point in country
- Reporting allegations
 - IRF (pilot)
 - **Community-based system**
 - **Existing mechanisms**

Detect events

Address events

- - Victim support incl. Imp Part
 - Investigate incl. Imp Partner
 - Sanction
 - Staff
 - Independent Consultant
 - IP & suppliers

- Reporting to SG ExBrd incoming cases & sanctions
- Media handling

SH WHEEL



- ERM HR risk management
- Vetting: staff/personnel
- Training: Staff/ personnel / management

Prevent events

- Reporting allegations: Existing mechanisms
 - Tel

- Fax
- Investigation email
- Web hotline (6 languages)
- In person
- Mail

Detect events

Policy: Harassment, Sexual Harassment & Abuse of Authority

Communicate
on events

Address events

- Psychological support
 - Informal resolution
 - Formal resolution /Investigate
- Sanction
 - Staff
 - Independent Consultant

Reporting to ExBrd & Public incoming cases & sanctions

Media handling



Challenges



- Take it seriously at all levels
- Act at all levels
- "my problem" not somebody else's
- Harmonization of policies & practices

Prevent events

- Trust in coming forward without stigma
- Availability of multiple reporting channels
 - REPORT!
 - Speed to pass on allegations

Communicate
on events

Address events

Detect

events

- Making it known the right way, to the audience, right timing
- Speed to report to the SG

- Resources to support (\$ - people)
- Resources to investigate (\$ people)
- Action on sanctions

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