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PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE (PSEA) POLICY

LUKRAINE ASBL

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Reviewed by:	Committee, signed by N.Zharov	
Approved by:	General Assembly	

I. Purpose

The purpose of the Protection from Sexual Exploitation and Abuse (PSEA) Policy (Policy) is

- 1) to promulgate policy of zero tolerance for sexual exploitation and abuse (SEA) for all LUKRAINE's Committee members, coordinators, effective association members, employees, and volunteers and ensure that roles, responsibilities and expected standards of conduct in relation to SEA are known within Association;
- 2) to create and maintain a safe environment, free from SEA, by taking appropriate measures for this purpose, internally and in the communities where Association operates, through robust prevention and response work.

II. Policy Statement

SEA violates universally recognized international legal norms and standards and are unacceptable behaviors and prohibited conduct for all humanitarian workers, including LUKRAINE's Committee members, coordinators, effective association members, employees, and volunteers.

Association has a policy of zero tolerance towards SEA. All including LUKRAINE's Committee members, coordinators, effective association members, employees, and volunteers are expected to uphold the highest standards of personal and professional conduct at all times, and to provide humanitarian assistance and services in a manner that respects and fosters the rights of beneficiaries and other vulnerable members of the local communities.

III. Definitions of SEA

For the purposes of the present Policy the term '**sexual exploitation**' means 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.

Similarly, the term '**sexual abuse**' means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. Both definitions are adopted from the UN Secretary General's Bulletin ST/SGB/2003/13, 2003.

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IV. Commitment to PSEA

LUKRAINE will make every effort to create and maintain a safe environment, free from SEA, and shall take appropriate measures for this purpose in the communities where it operates, through a robust PSEA framework, including prevention and response measures.

This PSEA framework, affirms LUKRAINE's commitment to the UN Secretary General's Bulletin on Special Measures for protection from sexual exploitation and sexual abuse (ST/SGB/2003/13) and to achieving full, ongoing implementation of the IASC Six Core Principles relating to SEA .

V. Six core principles

- 1) SEA by LUKRAINE's Committee members, coordinators, effective association members, employees, and volunteers constitute acts of gross misconduct and are therefore grounds for termination of relationship or employment.
- 2) Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief regarding the age of a child is not a defense.
- 3) Exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behavior is prohibited. This includes exchange of assistance that is due to beneficiaries.
- 4) Any sexual relationship between LUKRAINE's Committee members, coordinators, effective association members, employees, and volunteers and beneficiaries of assistance or other vulnerable members of the local community that involves improper use of rank or position is prohibited. Such relationships undermine the credibility and integrity of humanitarian aid work.
- 5) Where LUKRAINE's Committee members, coordinators, effective association members, employees, and volunteers develop concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same organization or not, he or she must report such concerns via established reporting mechanisms.
- 6) LUKRAINE's Committee members, coordinators, effective association members, employees, and volunteers are obliged to create and maintain an environment which prevents SEA and promotes the implementation of this policy. Managers at all levels have particular responsibilities to support and develop systems which maintain this environment.

VI. PSEA framework

Prevention:

- Vetting: LUKRAINE systematically vets all prospective job candidates in accordance with established screening procedures.
- Training: LUKRAINE holds mandatory induction and refresher trainings for all Committee members, coordinators, effective association members, employees, and volunteers on the LUKRAINE's SEA policy and procedures.

Response:

- Reporting: LUKRAINE has safe, confidential and accessible mechanisms and procedures for personnel, beneficiaries and communities, including children, to report SEA allegations that and ensures that beneficiaries are aware of these.
- Investigation: LUKRAINE has a process for investigation of SEA allegations in place and shall properly and without delay conduct an investigation of SEA by its Committee members,

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coordinators, effective association members, employees, and volunteers, or refer to the proper investigative body if the perpetrator is affiliated with another entity.

- Referral to National Authorities: If, after proper investigation, there is evidence to support allegations of SEA, these cases may be referred to national authorities for criminal prosecution.
- Victim assistance: LUKRAINE has a system to promptly refer SEA survivors to available services, based on their needs and consent.

Cooperative arrangements:

- LUKRAINE's is committed to make everything possible to include into contracts and partnership agreements a standard clause requiring contractors, suppliers, consultants and sub-partners to commit to a zero-tolerance policy on SEA and to take measures to prevent and respond to SEA.
- The failure of those entities or individuals to take preventive measures against SEA, to investigate allegations thereof, or to take corrective action when SEA has occurred, shall constitute grounds for termination of any cooperative arrangement.

Change History

Version	Change Detail	Reason for Change	Document Owner
1.0	New Policy	Not applicable	President