

Protection from sexual exploitation and abuse



Sexual harassment and abuse

High Commissioner's All Staff Email of 15 November 2017

Sexual exploitation and abuse ***ZERO Tolerance***



- How serious is this being taken? Zero tolerance for sexual exploitation and abuse
- Watch Antonio Guterres, the Secretary-General here:
- <https://www.youtube.com/watch?v=RTAAL4J-6s8>
- Why the UN in general and UNHCR in particular should commit to the zero tolerance policy?

Sexual Exploitation and Abuse

Sexual Harassment and Abuse

Do You Agree Or Not?

1. People should be allowed to have sex with anyone over the age of consent locally in the country concerned
2. A refugee who is employed by a humanitarian organization must abide by the same standards of sexual behavior as any other humanitarian worker
3. If a driver working for an organization contracted by UNHCR to deliver supplies is found to be having sex with a minor, UNHCR should ensure that he/she gets fired
4. A new intern receives incessant invitations from a senior colleague to go to his house for dinner; the intern replied already multiple times that she cannot make it as she fears to reject the offer more bluntly. Is this sexual harassment?
5. A male colleague regularly sends a female colleague unwanted sms's complimenting her on her outfit; he also occasionally sends her emails with suggestive romantic images. Is this sexual harassment?
6. The sex life of an employee of a partner NGO is his/her own business. Organizations should not get involved in what a person does outside of working hours
7. Sexual violence and sexual exploitation by respected members of the community, such as doctors and teachers are very rare
8. Girls who have sex with teachers are just as much to blame as the teacher
9. Not much can be done in regards to how some people treat and interact with women and girls

Sexual exploitation and abuse *WHAT IS*

STOP
SEXUAL
EXPLOITATION
AND
ABUSE



SEXUAL EXPLOITATION IS:

any **actual** or **attempted** abuse of a position of:

- **vulnerability**
- **differential power**
- **trust**

for **sexual** purposes, including but not limited to, **profiting monetarily**, **socially** or **politically** from the sexual exploitation of another.

SEXUAL ABUSE IS:

the actual or threatened physical intrusion of a sexual nature which can occur

- by force
- under unequal conditions or
- under coercive conditions

Sexual exploitation and abuse

WHERE TO report

- Report any allegation immediately to the IGO, suspicions or concerns to
 - **The Inspector General's Office**
 - inspector@unhcr.org
 - **+41 22 739 8844**
- You do not need proof before reporting
- Do not investigate
- Always maintain strict confidentiality
- See IGO flyer on reporting SEA

Sexual Harassment And Abuse

Sexual harassment is any unwelcome sexual advance, request for sexual favor, or other verbal, nonverbal or physical conduct of a sexual nature that:

- Unreasonably interferes with work
- Occurs in a variety of circumstances, including at social events outside the workplace and on mission
- Occurs between persons of the opposite sex or between persons of the same sex
- The harasser can be anyone, including the victim's supervisor, a coworker, or someone who is not an employee of UNHCR such as partner staff

Sexual harassment generally falls into two main categories:

- **Quid pro quo:** When submission to sexual advances or requests for sexual favors are made a condition of employment or used as the basis for employment decisions. For example a manager gives a staff member a poor performance review because the employee will not have a sexual relationship with him or her
- **Hostile work environment.** When sexual conduct or other actions interfere with a staff members work or create an intimidating or offensive work environment. For example a colleague continues to make unwelcome sexual innuendoes even though the recipient has indicated that the behaviors are unwelcome.

Sexual Harassment And Abuse

Some Red Lines

- A direct or implicit request for sexual favors in exchange for favorable career treatment
- Unwanted sexual comments or innuendoes
- Use of crude or obscene language or gestures or the telling of jokes of a sexual nature
- Repeated or exaggerated compliments about a colleague's personal appearance
- Unwanted pressure for dates
- Unwanted touching, leaning over, cornering or pinching

Question: Can Sexual Harassment be excused on the basis of cultural differences?

Sexual harassment and abuse

where to report and where to go for help?

- Tips on Handling Unwelcome Behavior

- ❖ Address the issue as soon as possible
- ❖ Tell the person you would like the behavior to stop
- ❖ Think of a practical way to avoid repetition of the behavior
- ❖ Seek guidance from others (ombudsman, Ethics Office, RWA, Peer Support, supervisor and peers, IGO)