



	<b>GLOBAL PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE (PSEA) POLICY</b>
Applicable to	All iMMAP personnel Sub-contractors/implementing partners
Issued date	December 20 <sup>th</sup> 2020

### 1. PURPOSE/STATEMENT

iMMAP is determined to prevent the sexual exploitation and abuse of individuals working with iMMAP or beneficiaries supported by iMMAP, and reaffirms its goal of achieving full implementation of the six core principles adopted by the Inter-Agency Standing Committee Task Force on Prevention and Response to Sexual Exploitation and Abuse. This PSEA Policy forbids any personnel and sub-contractor/implementing partner i) to use its position to obtain any favor, including sexual favors, and ii) to willfully abuse, physically or otherwise, of persons degrading the human dignity of individuals.

### 2. SCOPE AND COVERAGE

This policy applies to all iMMAP personnel worldwide, regardless of contractual status (local national staff, international consultants/service providers, employees), as well as to sub- contractors/implementing partners.

This Policy aims to cover and ensure duty of care also for third parties such as the beneficiary and hosting communities.

The PSEA Policy is complemented by the **Annex A-PSEA Policy Operational and Dissemination Procedure** and is part of the whole iMMAP Safeguarding and Anti-Discrimination Policy Package.

### 3. DEFINITIONS

**Sexual abuse** – an actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

**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.

**Safeguarding** – the responsibility that organizations have to make sure their staff, operations, and programs do no harm to children and vulnerable adults, and that they do not expose them to the risk of harm and abuse.

### 4. iMMAP'S COMMITMENT

- a. iMMAP has zero tolerance for sexual harassment, exploitation and abuse. It commits to ensure the respect among its personnel and its programs of the following IASC Six Core Principles relating to Sexual Exploitation and Abuse (SEA) and to the Secretary General's Bulletin on Special Measures for protection from sexual exploitation and abuses (ST/SGB/2003/13).

**Principle 1:** Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment.

**Principle 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.

**Principle 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.



**Principle 4:** Any sexual relationship between those providing humanitarian assistance and protection and a person benefitting from such humanitarian assistance and protection that involves improper use of rank or position is prohibited. Such relationships undermine the credibility and integrity of humanitarian aid work.

**Principle 5:** Where a humanitarian worker develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same agency or not, he or she must report such concerns via established agency reporting mechanisms.

**Principle 6:** Humanitarian workers are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Managers at all levels have particular responsibilities to support and develop systems which maintain this environment.

The standards set out above are not intended to be an exhaustive list. Other types of sexually exploitive or sexually abusive behavior may be grounds for disciplinary measures, including termination of contract.

- b. iMMAP staff, implementing partners/sub-contractors as well as beneficiaries/hosting communities have the right and obligation to report any claims and suspicions related to sexual misconduct by iMMAP personnel or sub-contractors/implementing partners/ staff through the iMMAP Whistle Blower and Complaint Mechanism Policy.
- c. In both HQ and Field, iMMAP management is responsible for creating and maintaining an environment that prevents sexual harassment, exploitation and abuse. Management shall take appropriate measures for this purpose, including awareness training regarding iMMAP's Safeguarding and Anti-Discrimination Policy package.
- d. The violation of Policy principles is considered as gross misconduct and is ground for disciplinary measures, including the possibility of termination of contract.
- e. iMMAP commits to:
  - Ensure necessary dissemination of this policy takes place in all field missions.
  - Take all necessary measures should any breach of this policy be reported.

## 5. RESPONSIBILITIES

- ① iMMAP Headquarter has the responsibility for Policy design and providing all round support to field staff for implementing policies, including among others training budgets and communication tools.
- ① Country Directors have the responsibility to ensure that the PSEA Policy is well understood among all international and national personnel members.
- ① Country Directors must ensure and promote a working environment that prevents sexual harassment, exploitation and abuse, affirm the right to report a sexually related misconduct and actively report any breach of the PSEA policy.
- ① All iMMAP staff have the responsibility to abide by all rules set in this policy, support the sub-contractors/implementing partners in implementing the principles set out in this PSEA policy and report any breach of the PSEA policy.
- ① The iMMAP Contract Management Focal Point has the responsibility to ensure that the PSEA Policy is well understood by the sub- contractor/local partner and that all staff members of the sub-contractor/local partners involved in the work with iMMAP are informed about the principles of this Policy.



(iv) The iMMAP Contract Management Focal Point must ensure and promote a working relationship with the sub-contractor/implementing partner that prevents sexual harassment, exploitation and abuse and that affirms the right to report a sexually related misconduct.

## 6. ENTRY INTO FORCE

This PSEA Policy is effective on the date of its issuance. iMMAP reserves the right to change, amend, modify, suspend, add or terminate all or any part of this policy at any time; in such cases, all personnel, sub-contractors/implementing partners will be notified immediately. This policy supersedes any previous policies or non-existing policies on Protection from Sexual Exploitation and Abuse.

Signed and Approved	
William E. Barron, Chief Executive Officer, iMMAP Inc.	Christophe Bois, Président, iMMAP France
The signature of William E. Barron is written in blue ink. To the right of the signature is a circular blue stamp containing the iMMAP logo.	The signature of Christophe Bois is written in blue ink. To the right of the signature is a blue stamp containing the iMMAP logo.