SIX CORE PRINCIPLES RELATING TO SEXUAL EXPLOITATION AND ABUSE

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

3 **Exchange of money, employment, goods, or services for sex**, including sexual favours or other forms of humiliating, degrading or exploitative behaviour is prohibited. This includes exchange of assistance that is due to beneficiaries.

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.

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.

Contact: PSEA focal point or PSEA Inter Agency Coordinator
Hotline: 0800-000-2022
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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.