

Preventive Measures of SEA¹

Responding to Reports of SEA

Categories of Personnel	Pre-Mission Planning and Preparation (*)	Pre-Deployment (*)				In-Mission/In-Country		Categories of Personnel	Primary Responsibility for Action ²	Immediate Victim's Assistance ⁴	Investigation (*)	Judicial/Disciplinary Action (*)	Follow-Up/Reporting									
		Vetting(v)/ Screening(s)		Training	On-Going Training	Community Outreach ²	On-Going Training							Community Outreach ²								
Military-Members of Military Components or members of Formed Police Units [including Staff Officers] ²³	MS Action: - TCC/PCC	MS Action: - TCC/PCC	MS Action: - TCC/PCC	Field ⁵	Field Action: - IMTC - CDT - TCC/PCC - FVRA	Field Action: - TCC/PCC - CIMIC - PIO - CDT - FVRA	Field Action: - TCC/PCC - UNDP, UNFPA, UNHCR, UNICEF, UN Women etc. - VRA	Military Members of Military Components ²⁴	Field Action: - CDT/ OIOS - IRT - HoM - FC/PC - COS (for staff off) - TCC Information: ¹¹ - HoM +FC - PC - DMS/ CMS - PIO - UNV Coord. Coordination: - COS - OIOS/ CDT - Protection Cluster - FVRA	Field Action: - UNICEF - UNFPA - UNHCR - UN Women - UNCT(other) - RC/HC	Field Action: - TCC - OIOS - Mission Elements ¹⁴ Information: HoM, PIO Coordination: CDT	Field Action: - TCC/ Nat'l Authority	Field Action: As needed									
	HQ Action: - DPO/OMA/IOT - DMSPC/CDS - DPO/DPET/ITS	HQ Action: - TCC - Chief U1 ⁶	HQ Action: - TCC - Chief U1 ⁶	HQ Action: - DPO/DPET/ITS ⁸ - DMSPC/CDS Info + Coord: - VRA	HQ Action: - DMSPC/CDS - DPO/DPET/ITS ⁹ Info + Coord: - VRA	HQ-AFP Action: - UNDP, UNFPA, UNHCR, UNICEF, UN Women etc. - VRA	HQ-AFP Action: - UNDP, UNFPA, UNHCR, UNICEF, UN Women etc. - VRA		Field Action: - UNICEF - UNFPA - UNHCR - UN Women - UNCT(other) - RC/HC	Field Action: - UNICEF - UNFPA - UNHCR - UN Women - UNCT(other) - RC/HC	Field Action: - TCC - OIOS - Mission Elements ¹⁴ Information: HoM, PIO Coordination: CDT	Field Action: - TCC/ Nat'l Authority	Field Action: - TCC/ Nat'l Authority	Field Action: As needed								
UN Mission Staff Members -UNVs	HQ Action: - DPO/IOT - DMSPC/CDS	HQ Action: - DMSPC/CDS - DPO - DPPA - OHR - OHCHR - UNV	HQ Action: - DPO/DPET/ITS - DMSPC/CDS Info + Coord: - VRA	Field Action: - IMTC - CDT - FVRA	HQ Action: - DMSPC/CDS - DPO/DPET/ITS ⁹ Info + Coord: - VRA	HQ-SECRETARIAT Action: - DPI - DMSPC/CDS - VRA	Field Action: - IMTC - CDT - FVRA	UN Mission Staff Members -UNVs	HQ Action: - DMSPC/CDS (for PKO/ SPM) - OIOS Info + Coord.:* - CDC - DMSPC - DPO - DPPA - OHCHR - O/CAAC - O/SVC - O/VAC - UNICEF - VRA	HQ Action: - DMSPC/ CDS (Trust Fund) Coordination: - DM - VRA	Field Action: - OIOS - Mission Elements - Host Country Info: - HoM - FVRA Coordination: - CDT	Field Action: - Nat'l Authority - Host Country Coordination: -CDT	Field Action: - Nat'l Authority - Host Country Coordination: - CDT	Field Action: As needed								
Experts on Mission ²³	MS Action: - TCC/PCC	MS Action: - TCC/PCC - VRA (on request)	MS Action: - TCC/PCC	Field Action: - CPPO	Field Action: - IMTC - TCC/PCC	Field Action: - IMTC - TCC/PCC	Field Action: - IMTC - TCC/PCC	Experts on Mission ²⁵	Field Action: - HCRC - Agency Head/ Investigative Service Info + Coord: - FVRA	Field Action: - HCRC - Agency Head/ Investigative Service Info + Coord: - FVRA	Field Action: - OIOS	Field Action: - SLA - Host Country - Nat'l Authority (TCCs and PCCs)	Field Action: - SLA - Host Country - Nat'l Authority (TCCs and PCCs)	Field Action: As needed								
	HQ Action: - DPO/OMA/PD/ - OROLSI - DMSPC/CDS - DPO/DPET/ITS	Field Action: - PD/OROLSI (S) - DMSPC/CDS (V) - VRA	HQ Action: - DPO/DPET/ITS ⁸ Info + Coord: - VRA	HQ Action: - DPO/DPET/ITS ⁹ Info + Coord: - VRA	HQ Action: - DPO/DPET/ITS ⁹ Info + Coord: - VRA	HQ Action: - DMSPC/CDS - DPO/DPET/ITS ⁹ Info + Coord: - VRA	HQ Action: - DMSPC/CDS - DPO/DPET/ITS ⁹ Info + Coord: - VRA		Field Action: - HCRC - Agency Head/ Investigative Service Info + Coord: - FVRA	Field Action: - HCRC - Agency Head/ Investigative Service Info + Coord: - FVRA	Field Action: - OIOS	Field Action: - OIOS	Field Action: - SLA - Host Country - Nat'l Authority (TCCs and PCCs)	Field Action: - SLA - Host Country - Nat'l Authority (TCCs and PCCs)	Field Action: As needed							
AFP ¹⁵	HQ Action: - UNICEF, UNDP, UNHCR, UNFPA, etc.	HQ Action: - Human Res Dept - UNV	HQ Action: - Human Res Dept - Programmes Info + Coord: - VRA	Field Action: - HR - Programmes & Partners Info + Coord: - VRA	Field Action: - HR - Programmes & Partners Info + Coord: - VRA	Field Action: - HR - Programmes & Partners Info + Coord: - VRA	Field Action: - HR - Programmes & Partners Info + Coord: - VRA	AFP	Field Action: - HCRC - Agency Head/ Investigative Service Info + Coord: - FVRA	Field Action: - HCRC - Agency Head/ Investigative Service Info + Coord: - FVRA	Field Action: - AFPs - Agency Head/ Investigative Service	Field Action: - AFPs - Agency Head/ Investigative Service	Field Action: - AFPs - Agency Head/ Investigative Service	Field Action: As needed								
	Field Action: - Country Rep	Field Action: - Human Res Dept	Field Action: - Human Res Dept	Field Action: - HR - Programmes & Partners Info + Coord: - VRA	Field Action: - HR - Programmes & Partners Info + Coord: - VRA	Field Action: - HR - Programmes & Partners Info + Coord: - VRA	Field Action: - HCRC - Agency Head/ Investigative Service Info + Coord: - FVRA		Field Action: - HCRC - Agency Head/ Investigative Service Info + Coord: - FVRA	Field Action: - AFPs - Agency Head/ Investigative Service	Field Action: - AFPs - Agency Head/ Investigative Service	Field Action: - AFPs - Agency Head/ Investigative Service	Field Action: - AFPs - Agency Head/ Investigative Service	Field Action: - AFPs - Agency Head/ Investigative Service	Field Action: As needed							
ICs, Consultants & Employees of Vendors ¹⁹	HQ Action: - DMSPC - PD ¹⁷	HQ Action: - FPD (V for ICs) ¹⁸ - Recruiting entities	Field Action: - DMS/CMS Info + Coord: - VRA/FVRA	Field Action: - DMS/CMS - VRA/FVRA	Field Action: - DMS/CMS - VRA/FVRA	Field Action: - DMS/CMS - VRA/FVRA	Field Action: - DMS/CMS - VRA/FVRA	ICs, Consultants & Employees of Vendors	Field Action: - OIOS Info + Coord: - FVRA	Field Action: - OIOS Info + Coord: - FVRA	Field Action: - OIOS	Field Action: - OLA - DM/PD	Field Action: - OLA - DM/PD	Field Action: As needed								
	Field Action: - DMSPC	Field Action: - DMS - CMS	Field Action: - DMS/CMS Info + Coord: - VRA/FVRA	Field Action: - DMS/CMS - VRA/FVRA	Field Action: - DMS/CMS - VRA/FVRA	Field Action: - DMS/CMS - VRA/FVRA	Field Action: - DMS/CMS - VRA/FVRA		Field Action: - OIOS Info + Coord: - FVRA	Field Action: - OIOS Info + Coord: - FVRA	Field Action: - OIOS	Field Action: - OLA - DM/PD	Field Action: - OLA - DM/PD	Field Action: - OLA - DM/PD	Field Action: As needed							
Non-UN Forces	UN Support HQ Action: - DPO - DMSPC - OHCHR - MS	No UN Support Action: - MS	UN Support Action: - MS (S) - DMSPC - DPO - Other supporting entities	No UN Support Action: - MS	UN Support Action: - MS - DMSPC - DPO - Other supporting entities - OHCHR	No UN Support Action: - MS	UN Support Action: - MS - DMSPC - DPO - Other supporting entities - OHCHR	Non-UN Forces	UN Mission Present Action: - OHCHR/HR - HoM - FVRA HQ Action: - OHCHR - DPO/DPPA/ DMSPC Info + Coord: - O/CAAC - O/SVC - O/VAC - OLA - VRA	No UN Mission Present Action: - OHCHR - UNCT/ RC/HC ²¹ HQ Action: - OHCHR - DPPA Info + Coord: - O/CAAC - O/SVC - O/VAC - OLA - VRA	UN Mission Present Action: - UNCT - UNFPA - UNICEF - UN Women - RC/HC Info + Coord: - VRA/FVRA	No UN Mission Present Action: - UNCT - UNFPA - UNICEF - UN Women - RC/HC Info + Coord: - VRA	UN Mission Present Action: - Nat'l Authority - Host Country - OHCHR/ HR component HQ Coord (w/ Nat'l Authority): - OLA	No UN Mission Present Action: - Nat'l Authority - Host Country - OHCHR ²² HQ Coord (w/ Nat'l Authority): - OLA	UN Mission Present Action: - SLA - Nat'l Authority - Host Country HQ Action: - OLA	No UN Mission Present Action: - Nat'l Authority - Host Country HQ Action: - OLA	UN Mission Present Action: - OHCHR - HR Component - HoM HQ Action: - OHCHR - PPA/DPO/ DMSPC - O/CAAC - O/SVC - O/VAC Info: - VRA	No UN Mission Present Action: - OHCHR - UNCT/ RC/HC HQ Action: - OHCHR - DPPA - O/CAAC - O/SVC - O/VAC Info: - VRA	UN Mission Present Action: - OHCHR - HR Component - HoM HQ Action: - OHCHR - PPA/DPO/ DMSPC - O/CAAC - O/SVC - O/VAC Info: - VRA	No UN Mission Present Action: - OHCHR - UNCT/ RC/HC HQ Action: - OHCHR - DPPA - O/CAAC - O/SVC - O/VAC Info: - VRA	UN Mission Present Action: - OHCHR - HR Component - HoM HQ Action: - OHCHR - PPA/DPO/ DMSPC - O/CAAC - O/SVC - O/VAC Info: - VRA	No UN Mission Present Action: - OHCHR - UNCT/ RC/HC HQ Action: - OHCHR - DPPA - O/CAAC - O/SVC - O/VAC Info: - VRA

Reported Incident ¹⁰

Acronyms

AFP	Agencies, Funds and Programmes
CDC	Chef de Cabinet
CDT	Conduct and Discipline Team
CDS	Conduct and Discipline Service
CIMIC	Civil-Military Coordination
CMS	Chief of Mission Support
CPPO	Chief Police Personnel Officer
DMS	Director of Mission Support
DMSPC	Department of Management Strategy, Policy and Compliance
DPPA	Department of Political and Peacebuilding Affairs
DPET	Division of Policy, Evaluation and Training
DPO	Department of Peace Operations
EoM	Expert on Mission
FC	Force Commander
FPU	Formed Police Units
GPP	Government Provided Personnel
HCRC	Humanitarian Coordinator/ Resident Coordinator
HoM	Head of Mission
HR	Human Resources
IC	Independent Contractors
IMTC	Integrated Mission Training Centre
IOT	Integrated Operational Team
IRT	Immediate Response Teams
ITS	Integrated Training Services
MIL Obs	Military Observers
MS	Member States
O/CAAC	Office of the SRSG for Children and Armed Conflict
O/SVC	Office of the SRSG on Sexual Violence in Conflict
O/VAC	Office of the SRSG on Violence Against Children
OAI	Office of Audit and Investigation
OAJ	Office of Administrative Justice
OHCHR	Office of the United Nations High Commissioner for Human Rights
OHR	Office of Human Resources
OIOS	Office of Internal Oversight Services
OLA	Office of Legal Affairs
OMA	Office of Military Affairs
OROLSI	Office of Rule of Law and Security Institutions
PC	Police Commissioner
PCC	Police-Contributing Country
PD	Procurement Division
PIO	Public Information Office
PKO	Peacekeeping Operation
SGBV	Sexual and Gender-based Violence
SLA	Senior Legal Advisor (Mission)
SLAS	Senior Leadership Appointment Section
SPM	Special Political Mission
TCC	Troop-Contributing Country
UNCT	United Nations Country Team
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Emergency Fund
UNPOL	United Nations Police
UNV	United Nations Volunteers

Footnotes

- ¹ Preventive measures of SEA include training, risk assessment, mitigation measures, etc. AFPs are active members within the humanitarian cluster system, where actors are engaged in ongoing prevention and response to SGBV, of which SEA is included.
- ² Community outreach may include community sensitization and dialogue on the UN Zero Tolerance Policy; the provision of information on how and where to report SEA, the accountability process and how to access victim assistance; capacity development and engagement of community leaders; and work to address stigmatization and the underlying factors that increase the risk of SEA.
- ³ Action: Taking Formal Complaint, Assessment, Referral to Victim's Assistance, Notification to: relevant entities, including judicial authorities and/or preservation of key evidence.
- ⁴ Psycho-social services/ Immediate medical assistance.
- ⁵ The categorization of "field" includes Missions and Country Offices.
- ⁶ For formed Unit only.
- ⁷ The Policy on Human Rights Screening of UN Personnel applies to all types of personnel. It outlines the processes by which MS provide certifications of personnel they nominate or provide, individuals provide self-attestations and the Secretariat exchanges information for the purpose of screening. Proactive screening is currently undertaken only for senior appointments (above D2).
- ⁸ Provision of guidelines and standards to Member States only.
- ⁹ Provides of guidelines and standards to Missions only.
- ¹⁰ All UN and affiliated personnel are responsible to channel the initial report into system.
- ¹¹ Depends on affiliation of perpetrator. Additional information sharing at the discretion of Head of Mission/SRSG.
- ¹² Field protection clusters are composed of UN agencies (OCHA, UNHCR, UNICEF, UNFPA, OHCHR etc.) and non-UN organizations, working on protection in a specific duty station.
- ¹³ The role of IRT is to preserve evidence and ensure immediate victim assistance.
- ¹⁴ Other investigative units in the Mission, including the investigative body of the host agency for the relevant country office.
- ¹⁵ "AFP Personnel" includes AFP staff and related personnel, including: AFP staff, UNVs working with AFP; people deployed to AFP under Stand-by-Personnel arrangements or on reimbursable or non-reimbursable loans; interns; personnel deployed to AFP through an employment agency or similar arrangements; and individuals who have a consultancy contract with AFP.
- ¹⁶ Only for Funds and Programmes, given that the Secretary-General has no authority over officials/ EoM of Agencies.
- ¹⁷ PD does not usually deal with International Contractors as in individual personnel but does ensure that provisions related to SEA are included in the contracts with vendors.
- ¹⁸ Vetting is with regards to the Contractor, not necessarily with individuals employed by the Contractor.
- ¹⁹ ICs other than those accorded EoM status and Employees of Vendors.
- ²⁰ The application will vary depending on the level of support available in the field.
- ²¹ In cases where there is no UN Mission the UNCT/Protection Cluster/ HCRC will take action.
- ²² If present. If OHCHR is not present, this may require deployment of OHCHR - depending on capacity.
- ²³ As TCC/PCC are responsible for pre-mission & pre-deployment activities, EoMs are included in this category. Experts on Mission include military Experts on Mission, staff officers deployed on individual basis, military observers, military liaison officers, individual police officers and all members of Formed Police Units and GPPs.
- ²⁴ To include any civilian members subject to military law of the national contingent (A/C.5/69.18 MOU for military contingents art. 7 quinquies 7.22).
- ²⁵ Experts on Mission include military Experts on Mission, staff officers deployed on individual basis, military observers, military liaison officers, individual police officers and all members of Formed Police Units and GPPs.