



## **THE RIGHTS AND DIGNITY OF VICTIMS OF SEXUAL EXPLOITATION AND ABUSE AND SEXUAL HARASSMENT**



A training module on the meaning and application of a victim-centred approach to sexual exploitation and abuse and sexual harassment





## Welcome message from the United Nations Victims' Rights Advocate, Assistant Secretary-General Jane Connors



Jane Connors

Assistant Secretary-General, United Nations Victims' Rights Advocate

# “I have the right”

Short film



## I have the right

#victimsrightsfirst

Based on true stories, performed by actors.



# Training overview



- 1. Context and objectives**
- 2. Staff rules, standards, terminology and definitions**
- 3. Core documents**
- 4. The victim-centred approach**
- 5. Case studies**
- 6. Reporting channels**
- 7. Prevention initiatives**



## Why there is a need for this course

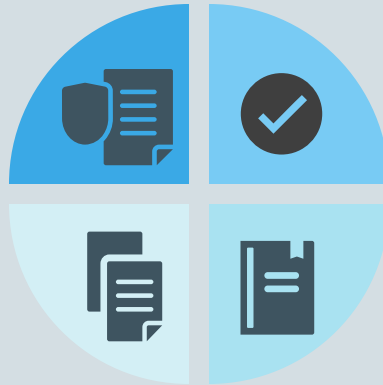
Putting the **RIGHTS AND  
DIGNITY** of victims first

# Foundations

Sexual exploitation and abuse and sexual harassment



**Staff rules**



**Standards**

**Terminology**

**Definitions**

## Definitions



### **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.**



## Definitions



### **Sexual abuse**

**Actual or threatened physical intrusion of a sexual nature**, whether by force or under unequal or coercive conditions.





# Definitions



## Sexual harassment

**Any unwelcome conduct of a sexual nature** that might reasonably be expected or be perceived to cause offence or humiliation, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment.



# Core documents

United Nations framework related to sexual exploitation and abuse



- IASC Six Core Principles Relating to Sexual Exploitation and Abuse
- Secretary-General's Bulletin: Special measures for protection from sexual exploitation and abuse
- Comprehensive Strategy on Assistance and Support to Victims of Sexual Exploitation and Abuse by United Nations Staff and Related Personnel
- United Nations Protocol on the Provision of Assistance to Victims of Sexual Exploitation and Abuse
- United Nations Policy on Integrating a Human Rights-Based Approach to United Nations Efforts to Prevent and Respond to Sexual Exploitation and Abuse
- Victims' Rights Statement
- Entity-specific policies (UNHCR, UNFPA, UNICEF, IOM)

# Core documents

United Nations framework related to sexual harassment



- Secretary-General's Bulletin: Addressing discrimination, harassment, including sexual harassment, and abuse of authority
- UN System Model Policy on Sexual Harassment
- Chief Executives Board Task Force on Sexual Harassment Investigators' Manual: Investigation of Sexual Harassment Complaints
- Chief Executives Board Task Force on Sexual Harassment: Advancing a Common Understanding of a Victim-Centred Approach to Sexual Harassment
- Entity-specific policies (UNHCR, UNFPA, UNICEF, IOM)

# The victim-centred approach

## Inter-Agency Standing Committee Six Core Principles



- Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment.
- 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.
- 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.
- 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.
- 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.
- 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 victim-centred approach

Victims have the right



- To be treated with **respect**
- To be **protected**
- To receive **assistance and support**
- To **decide** how involved to be
- To **privacy and confidentiality**
- To be **heard**
- To get **information**
- To **justice and accountability**
- To a **remedy**
- To **complain**

# The victim-centred approach

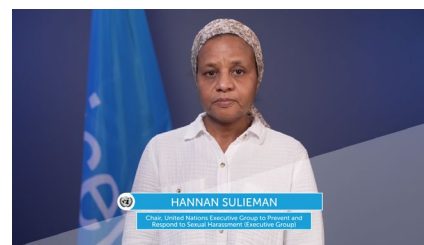
## Guiding principles



- Respect
- Non-discrimination
- Safety and do-no-harm
- Confidentiality
- Informed consent
- Coordinated and holistic victim-centred support and assistance
- Prevention

# Commitment across the United Nations system

Videotaped statements from United Nations leaders about the victim-centred approach



# Applying the victim-centred approach

## Case studies



1. Explore case studies of victims of sexual exploitation and abuse and sexual harassment.
2. Identify **what could and/or should have been done to put the rights of the victim first.**



Sarita



Eloise



Amelia



Farah



Sam



# Sarita's, Eloise's and Amelia's rights

Sexual exploitation and abuse case studies debrief



Sarita



Eloise



Amelia

- To be treated with **respect**
- To be **protected**
- To receive **assistance and support**
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# Farah's and Sam's rights

Sexual harassment case studies debrief



Farah



Sam

- To be treated with **respect**
- To be **protected**
- To receive **assistance and support**
- To **decide** how involved to be
- To **privacy and confidentiality**
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# Sexual exploitation and abuse reporting channels

United Nations resources



- **OIOS (Office of Internal Oversight Services)**  
Web page and web-based reporting form  
<https://oios.un.org/report-wrongdoing>
- **Reporting sexual misconduct in United Nations field missions**  
<https://conduct.unmissions.org/report-now>
- **“How to report” web page**  
(links to entity-specific reporting pathways)  
<https://www.un.org/preventing-sexual-exploitation-and-abuse/content/how-report>

**Each person who is working under the United Nations flag is obligated to report suspected, rumoured or disclosed allegations of sexual exploitation and abuse.**

# Sexual harassment reporting channels

United Nations resources



- **OIOS (Office of Internal Oversight Services)**  
Web page and web-based reporting form  
<https://oios.un.org/report-wrongdoing>
- **UN Speak Up Helpline**  
Practical guidance about protection, support and reporting  
[speakup@un.org](mailto:speakup@un.org)
- **Ombudsperson and Mediation Services**  
Dedicated offices within the Secretariat, Agencies, Funds and Programmes
- **Staff Counsellor**  
[scohq@un.org](mailto:scohq@un.org)

**Act and speak up when you witness behaviour you think is inappropriate.**

# Bystander intervention

Taking action against sexual harassment



You can play an important role in stopping inappropriate behaviour and creating and maintaining a healthy work environment.

## The 5Ds of bystander intervention

- **Detect:** Learn to identify forms of sexual harassment
- **Direct:** Directly intervene to stop the behaviour
- **Distract:** Cause a distraction to interrupt the behaviour
- **Delegate:** Contact the appropriate office or support services for guidance
- **Discuss:** Follow-up with the affected person after the incident(s)

**Act and speak up when you witness behaviour you think is inappropriate.**

## Prevention initiatives



### **ClearCheck**

Centralized database

### **Misconduct Disclosure Scheme**

Bilateral sharing of misconduct data

### **Entity-specific strategies**

Informed by the  
victim-centred approach

# Commitment to act

Looking ahead



**How can you and  
your Organization  
better apply the  
victim-centred  
approach?**



# TOGETHER, WE WILL MAKE A DIFFERENCE.



Thank you for your participation today.



**United Nations**  
Office of the Victims'  
Rights Advocate



**United Nations System**  
Chief Executives Board  
for Coordination (CEB)



**UNITED NATIONS**  
**HUMAN RIGHTS**  
OFFICE OF THE HIGH COMMISSIONER