


Policy			
Title:	Policy on sexual exploitation and abuse		
Number:	POL 623		Rev. R00
CN:	DMS-144		

PURPOSE OF THE POLICY

Definition of sexual exploitation and abuse

Sexual exploitation

Sexual exploitation means 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.

Sexual exploitation involves a person demanding sex or sexual favors from someone in a vulnerable position in exchange for money, shelter, firewood or fuel for cooking, food or other goods or services.

Sexual abuse

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

Sexual abuse involves:

- ▶ Threatening or forcing an individual to have sex. This includes rape.
- ▶ The invasion of any part of the body of the victim with a sexual organ; or of the anal or genital opening of the victim with any object or any other part of the body; or against a person incapable of giving genuine consent.
- ▶ Any unwelcome and unwanted sexual advance, unsolicited sexual attention, demand for sexual access or favors, sexual innuendo or other verbal or physical conduct of a sexual nature, display of pornographic material, inappropriate touching or gestures, and harassment by force or under unequal or coercive conditions.

Commitment

i+solutions will make every effort to create and maintain a safe environment, free from SEA, and shall take appropriate measures for this purpose in the communities where it operates, through a robust PSEA framework, including prevention and response measures. This PSEA framework, affirms i+solutions' commitment to the UN Secretary General's Bulletin on Special Measures for protection from sexual exploitation and sexual abuse (ST/SGB/2003/13).

Preventive Measures

i+solutions systematically vets all prospective job candidates in accordance with established screening procedures.



i+solutions holds mandatory induction and refresher trainings for all employees and related personnel on the policy and procedures around SEA.

Reporting and Responsive Measures

- ▶ i+solutions has safe, confidential and accessible mechanisms and procedures (please refer to the whistle- blower policy) for personnel, beneficiaries and communities, including children, to report SEA allegations and ensures that beneficiaries are aware of these.
- ▶ i+solutions has a process for investigation of SEA allegations in place and shall properly and without delay conduct an investigation of SEA by its employees or related personnel or refer to the proper investigative body if the perpetrator is affiliated with another entity.
- ▶ If, after proper investigation, there is evidence to support allegations of SEA, these cases may be referred to national authorities for criminal prosecution.

Contact

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