



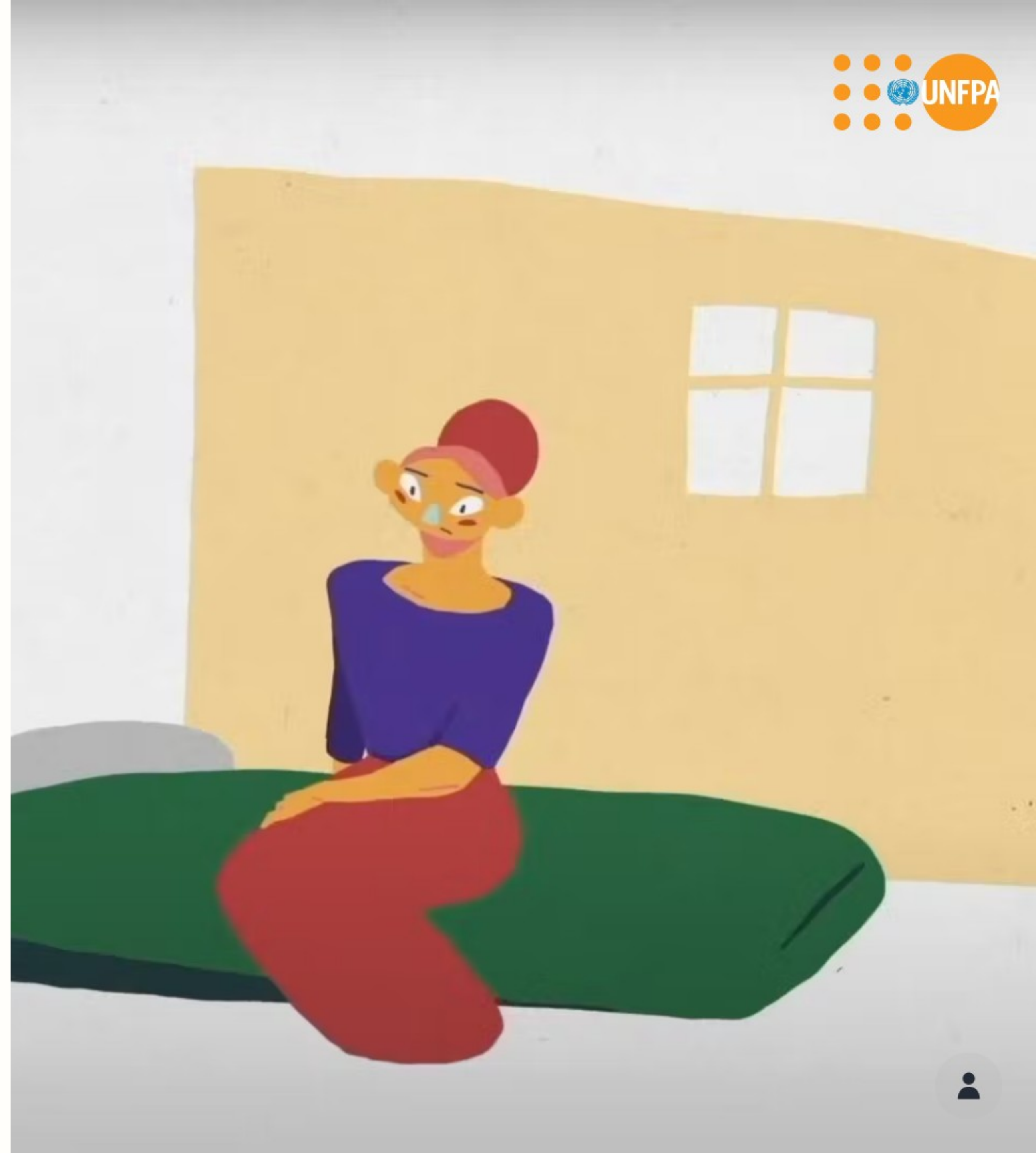


**Based on the video,  
what do you think is  
the impact of SEAH?**





# How do you think victim feels?



## The visible harm

- This includes physical harm and social harm that are visible to others.
- Pain, physical injury, scars
- Pregnancy, infertility, STDs, HIV/AIDS
- Reputational damage, Job loss
- Social rejection, stigmatization
- etc



## The invisible harm

- Much of this is psychological or emotional harm that may or may not be visible to others.
- Invisible harm can still manifest itself in visible ways.
- Feelings of shame, guilt, self-blame
- Feelings of isolation or rejection
- Fear, uncertainty, anxiety, distress
- Confusion, depression, anger
- Feelings of mistrust in others
- etc





## **The victim's reaction or behaviour can change over time.**

- Subsequent positive experiences
- Subsequent negative experiences
- Age, maturity
- Culture, community support
- Social or work environment
- Gender, situation of power
- etc



# Wide System Approach for PSEAH:

- Mitigation
- Prevention
- Reporting
- Investigation
- Victim/ Witness Protection
- Victim Assistance



# Mitigation and Prevention

- Recruitment: screening, background check
- PSEAH training: staff, IP, volunteer, consultant etc
- Contract agreement/ staff contract, code of conduct
- PSEAH focal point
- Community/ public education





## Reporting and Investigating

- Each personnel has an obligation to report SEAH cases (mandatory reporting)
- When: As soon as possible, do not delay the report
- To Whom? For SEA: Existing reporting channel within organization, PSEAH Focal Point,
- For SH: Informal (ombudsman, mediation services) and formal reporting channel within organization (see policy in your organization)
- Investigation by specific unit within organization (ethics, audit) or third party

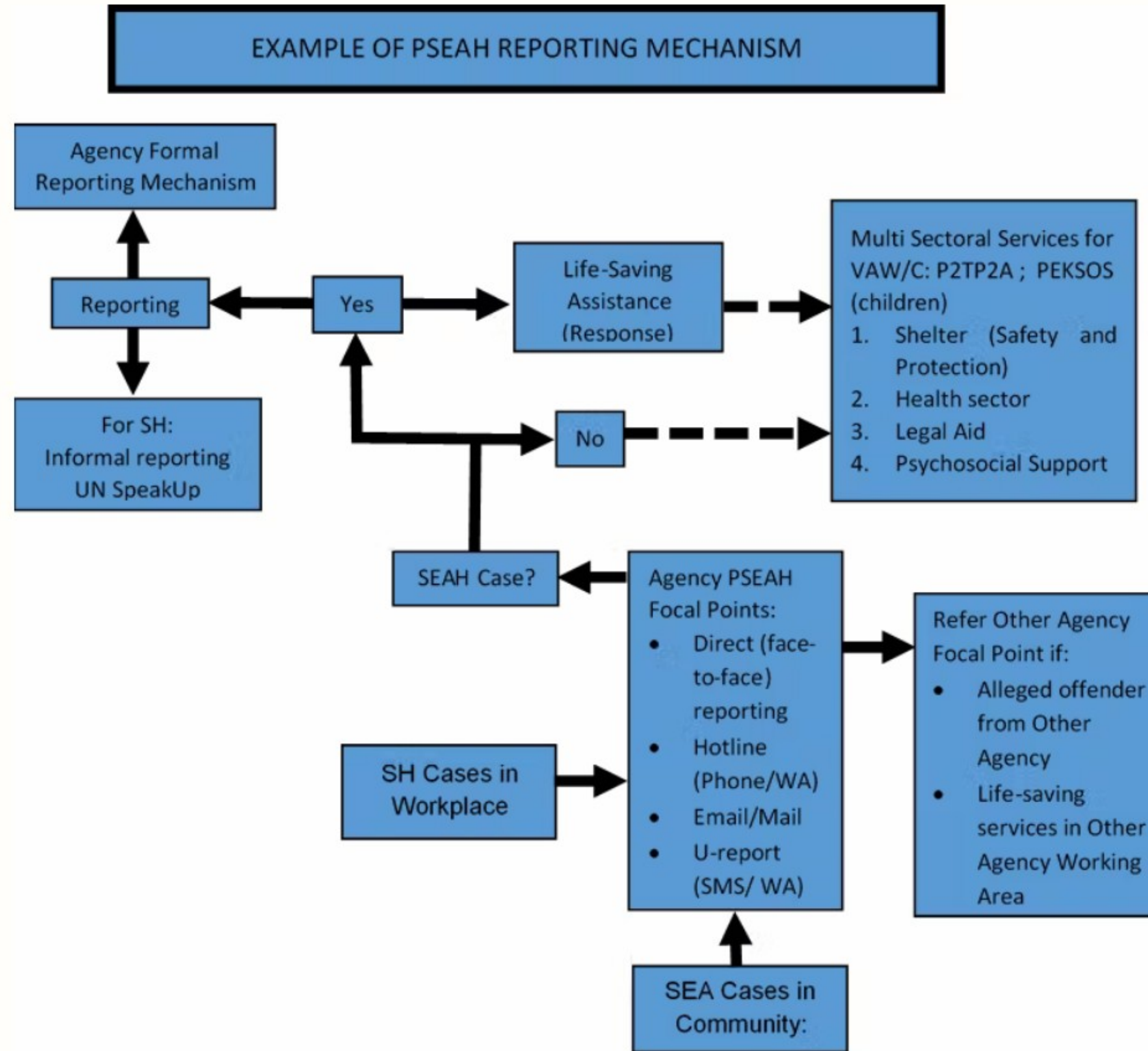


## Victim Assistance and Protection

- Take what is said seriously – the ‘unthinkable’ is possible
- Explain confidentiality, mandatory reporting obligation, and ensure safety of complainant.
- Consider his/her need for medical and PSS-PsychoSocial Support and refer to services
- Life-saving assistance: basic need and shelter (Safety and Protection), health sector, legal aid, psychosocial support
- Inform the next steps in the procedure.
- Make a written record of what has been send via the complaint referral form immediately







**Example of PSEAH Reporting Mechanism**





## Minimum Information on Reporting SEAH cases

- Name of victim/ witness/ reporter (mentioned or anonymous)
- Name of alleged perpetrator / actor and organization where she/he works
- What: SEAH action
- When SEAH occur
- Where: SEAH scenes
- How: what principles violated
- any other related evidence for SH



# Let's discuss in breakout rooms! 7 minutes

1. What will you do if you encounter cases of SEAH?
2. What are the do's and don't's?





# Core principles of the Survivor Centered Approach

- Safety and Confidentiality
- Informed Consent
- Self-determination
- Non-discrimination
- Best interests of the child

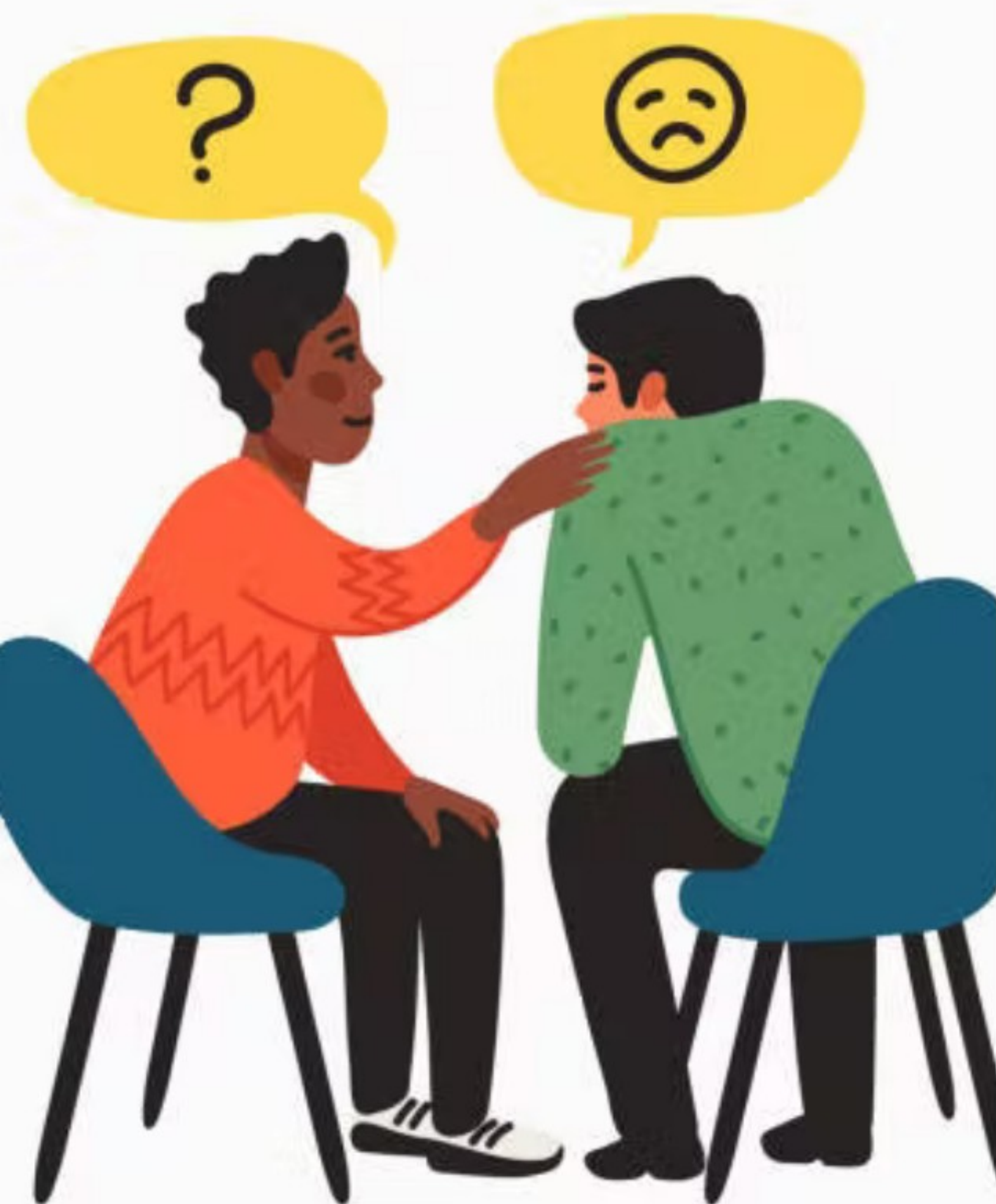




# What to do?

If you are approached by any victim, witness, or other individual affected by any form of sexual misconduct (SEA and/or SH), you can provide a supportive response.





## Empathize

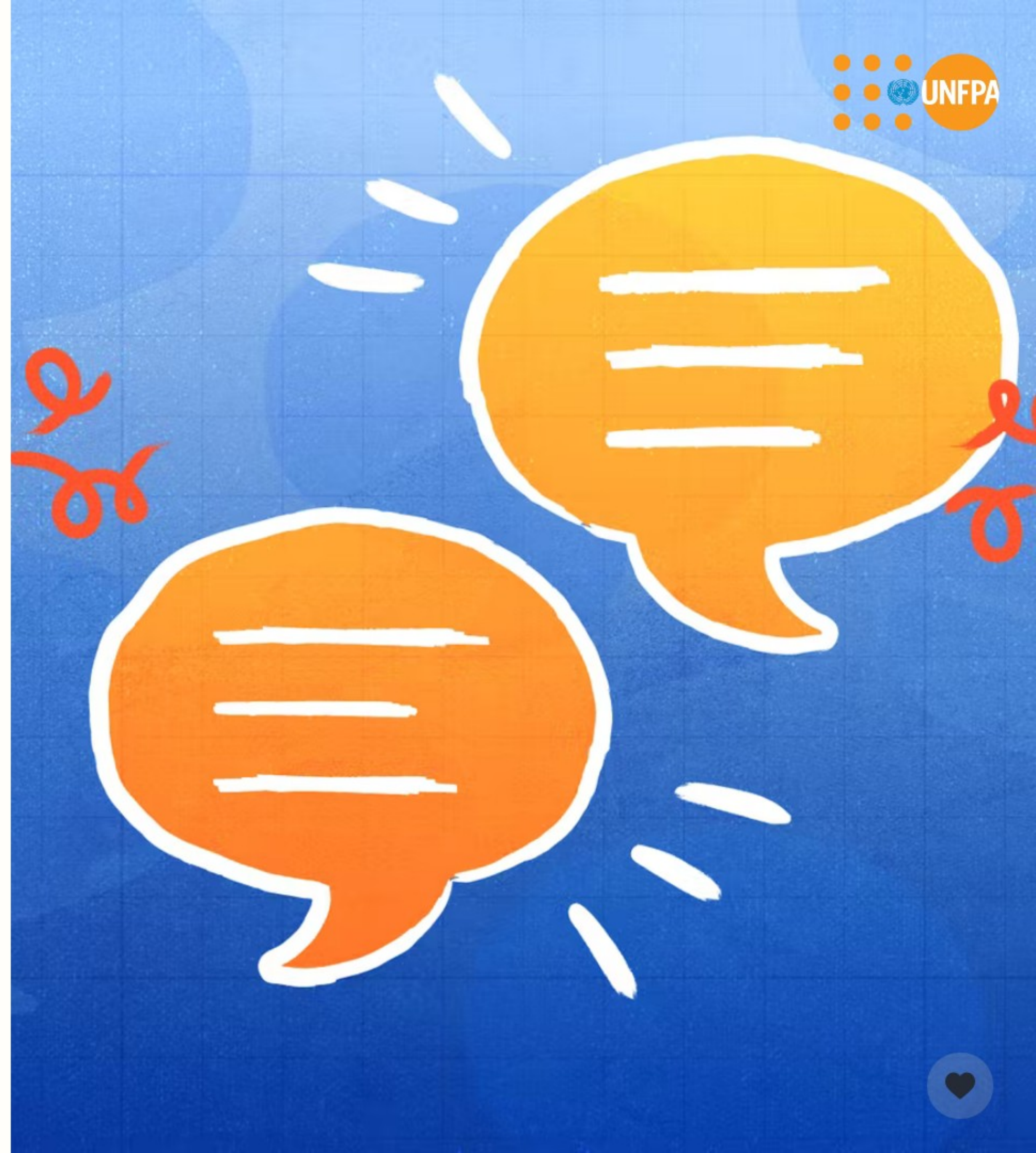
- The victim is the person the most affected by the misconduct, but close family members, peers and witnesses can also be deeply affected.
- Put yourself in the person's shoes.
- Reassure the person that what they say will remain private and confidential.





# Listen

- Remain calm, even if the situation is emotional.
- Be mindful of words or reactions that can trigger more emotional stress for the person.
- Ask the person if they need any support.





## Take action

- Refer (or provide) appropriate services for support and assistance.
- Focus on the person's immediate needs, including their safety.
- Maintain a safe environment for the person.
- Apply the Do No Harm principle (will my choice of actions have negative consequences on the victim?).



# Case Study 1

Yusra, Yasmin and Adila, three UN programme beneficiaries, are employed as cleaners at a UN compound in Makasar. Yasmin has been offered additional money in exchange for sex from two different UN staff members on multiple occasions. Some other female colleagues, beneficiaries as well, were also offered money in exchange for sex, but are scared to report the situation. They know that at least one colleague who was fired because she refused the sexual advances of an UN male staff member. Yusra told this to you, a PSEAH focal point from the UN, after she participated in an awareness session on PSEAH.





## Case Study 2

Rita, is a 16-year-old girl living in a rural area in Soe, East Nusa Tenggara with her mother and two sisters. Her mother has started going out with an officer from a national CSO who works on improving the quality of water and sanitation in her village. The officer, named Daniel who is sometimes violent with her. Her mother endures it because she says that the officer promised to help and prioritize their family to get access to water and sanitation from the new developed project in the village. Rita really does not want her mother to know that she is here talking about her and the officer with you. She sounds anxious and even stutters when talking and start having second thoughts about being here. You have been trained as PSEAH focal point from the CSO where Daniel is work.







**Referrals for immediate professional assistance**





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| <ol style="list-style-type: none"> <li>1. <b>UN stress counselor or support system within organization</b></li> <li>2. <b>SAPA 129 (manage by MOWECP):</b><br/>Hotline: 08111 129 129 - Sahabat Perempuan dan Anak (SAPA) 129<br/>Online: <a href="http://bit.ly/kamitetapada">bit.ly/kamitetapada</a><br/>Email: <a href="mailto:pengaduan@kemenpppa.go.id">pengaduan@kemenpppa.go.id</a></li> <li>3. <b>National Commission on Violence Against Women (NCVAW):</b><br/>Hotline: 021 390 3922/021 390 3963<br/>Online: <a href="https://s.id/6TsdX">https://s.id/6TsdX</a><br/>Email: <a href="mailto:pengaduan@komnasperempuan.go.id">pengaduan@komnasperempuan.go.id</a></li> </ol> | <ol style="list-style-type: none"> <li>1. <b>Yayasan Pulih → for psychological support/counseling/therapy:</b><br/>Hotline: 0811 943 6633 / 021 7884 2580<br/>E-counseling: <a href="http://yayasanpulih.org/konsultasi-online">yayasanpulih.org/konsultasi-online</a><br/>Email: <a href="mailto:pulihfoundation@gmail.com">pulihfoundation@gmail.com</a></li> <li>2. <b>LBH APIK Jakarta → for legal consultation/counseling:</b><br/>Hotline: 0813 8882 2669 (WA) / 021 8779 7289<br/>Info Online: <a href="http://bit.ly/LaporKasusLBHApik">bit.ly/LaporKasusLBHApik</a><br/>Email: <a href="mailto:pengaduanLBHAPIK@gmail.com">pengaduanLBHAPIK@gmail.com</a>/<a href="mailto:lbh.apik@gmail.com">lbh.apik@gmail.com</a></li> <li>3. <b>Nearest UPTD PPA/ P2TP2A</b> or other Government Integrated Services for Women and Children Survivor of Violence</li> </ol> |
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## Referral services





# Implementing PSEAH in Organization and Community

- Awareness Raising in community (IEC-Information Education and Communication, dissemination, community dialogue)
- Establish CBCM-Community Based Complaint Mechanism (consult with community, multi-channel, connect with mechanism within organization)
- Conduct PSEAH risk analysis of your organization as well as your partner
- Identify, appointed and trained PSEAH FP-Focal Point in community & organization
- PSEAH Policy in Organization (SOP-Standard Operational Procedure, capacity building, integrating in recruitment and agreement contract)
- Awareness raising with staff in the organization and partners
- Coordination and Referral with other organization and GBV-Gender Based Violence service providers

