

Activity:

Recognizing Prohibited Conduct and Suspicious Behavior



In your group, read your assigned scenarios.



Answer the questions:

- What is the prohibited behavior?
- What core principle(s) (or Code of Conduct) have been violated?

Scenario 1: Debrief

Sara, an NGO worker, has observed many adolescents who appear very young, under the age of 18, going to her colleague's room at the guest house at night. She also recognized one of the girls as being from a nearby community where their NGO provides services. Sara confronted her colleague about this, and he told her not to worry. He was only teaching them English in the evening. Sara believed him and decided not to report her concern.

Scenario 2: Debrief

A beneficiary told an NGO worker, Ana, during one of her community-awareness trainings that staff at another NGO are sexually exploiting women at the food distribution center. She said women are given extra food rations if they have sex with the workers. Ana told the beneficiary she should report her concern to the other NGO. Ana is happy that this behavior is not happening at her NGO.

Session 4 //

Scenario 3: Debrief

Abid, who works at an NGO, is receiving unwanted personal emails from his colleague even though he does not want to receive them from her. He doesn't respond to her texts and hopes that she will stop.

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Scenario 4: Debrief

Arafa is a 16-year-old girl living in a refugee camp. She has started a sexual relationship with an NGO worker who promised to pay for her school fees.

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Scenario 5: Debrief

Paul, an HR officer at an NGO, uses the database of applicants to repeatedly call women and ask them on dates, bragging that he is an HR officer with the organization.

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Scenario 6: Debrief

Jorge has a habit of talking about his sex life in the office, and he likes to tell jokes about it. Many staff think he is funny and entertaining and are not bothered by it. Some of the women feel uncomfortable with Jorge's behavior, so they ignore him.

Scenario 7: Debrief

A female beneficiary reported to Oury, an NGO worker, that a man in the community raped her neighbor last night. The beneficiary told her neighbor that she would report it to Oury because Oury's NGO investigates reports of sexual abuse.

Session 4 //

Wrapping Up

Recognizing Prohibited Conduct and Suspicious Behavior:

It is our duty to uphold the highest standards of conduct and treat everyone with respect.

Session 5

Session 5 // Topic 1

The Reporting Process

Session Objective:

Define the key principles and elements of a good SEA internal reporting system and describe their own organization's reporting system.

Session 5 // Topic 1

What are the Key Principles of a Good Report Handling System

Activity:

Brainstorm and record your answers.

Key Principles of a Good Reporting System

- Confidentiality
- Transparency
- Accessible
- Independence
- Impartiality
- Integrity
- Timelines
- Survivor-centered
- Accountable
- Thorough
- Safety/Security
- Well-being
- Objectivity

Session 5 // Topic 2

Key Elements of a Good Reporting System

Activity:

The Internal Reporting System.

Barriers to Reporting and Solutions to Overcoming Barriers

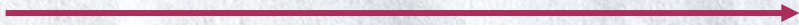
*Consider Women, Men, Children, Disabled persons
and the Elderly.*

Goal:

- Identify the common reasons why people don't report and the impacts of not reporting.
- Identify some workable solutions in reporting systems to overcoming reporting barriers.

The Problem Tree

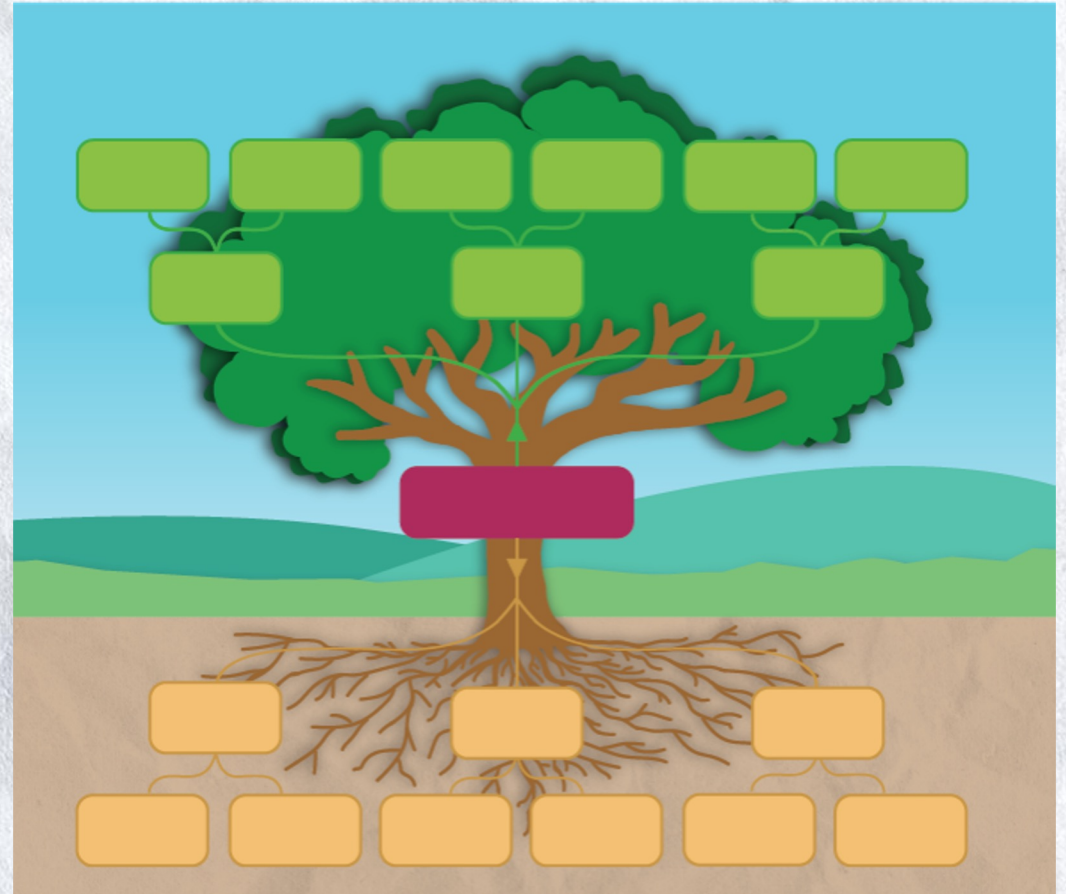
Impacts



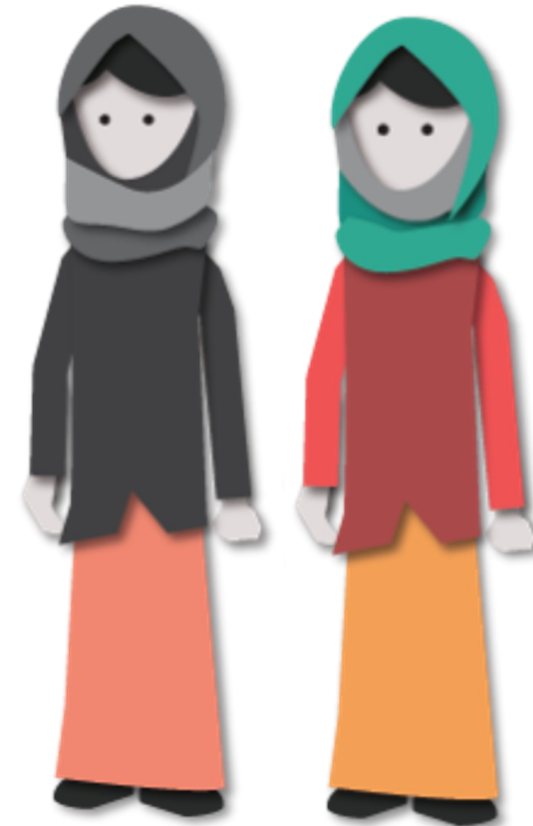
Why don't people report it?



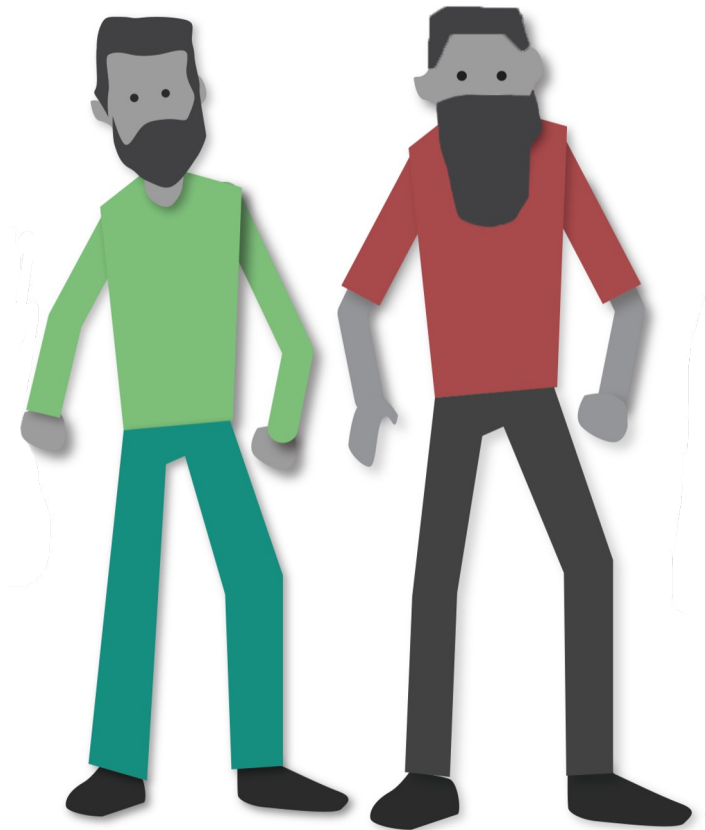
Causes



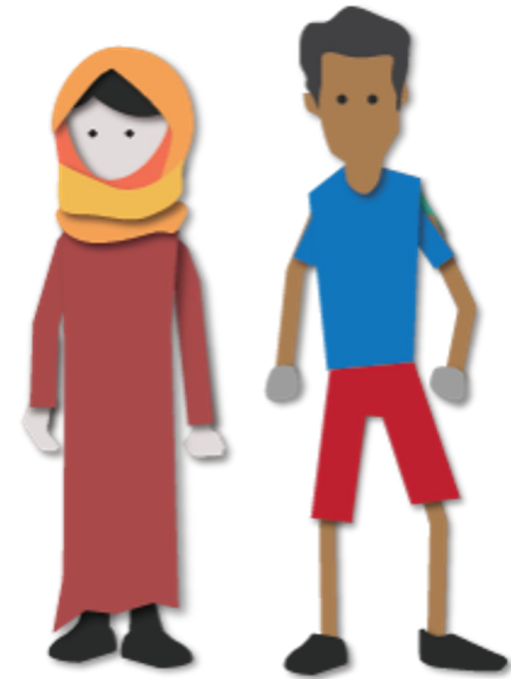
Why don't **women** report?



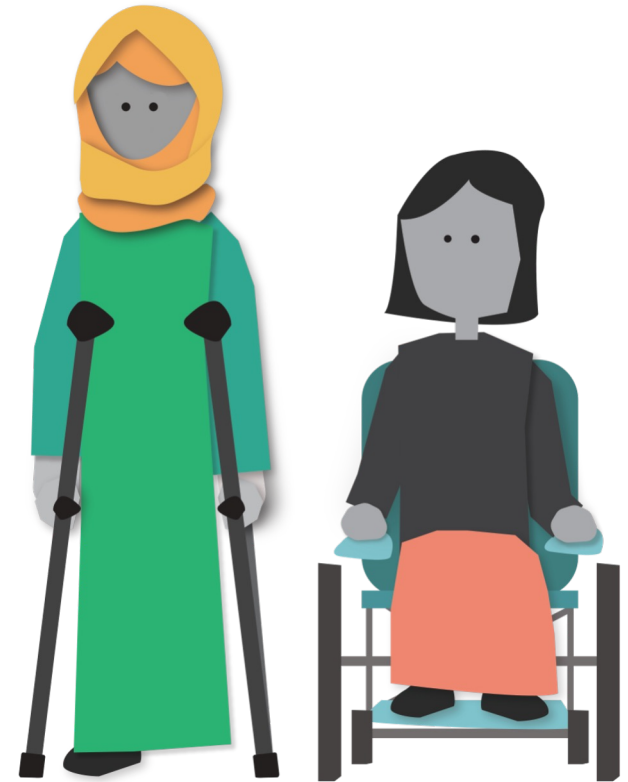
Why don't **men** report?



Why don't **children** report?



**Why don't persons
with disabilities
report?**



**Why don't older
people report?**



Solutions for Our Problem Tree

Activity:

Brainstorm ways we can overcome reporting barriers.





First Name and Last Name

Title, Organization

YourEmail@NGO.org

InterAction.org // @InterActionorg

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THANK YOU