

Sexual exploitation and Abuse

What role must
Organisations
Play?



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It is our collective duty to Prevent Exploitation and Abuse



- If we suspect that one of our colleagues or an employee of a partner or service provider is sexually exploiting or abusing someone who is receiving aid or service, it is our duty to report to senior management of our organisation or partner.
- It is our duty to follow-up if our supervisors are following the reporting and referral guidelines and to ensure the safety and confidentiality of the assistance process.
- As an organisation, it our duty to create and maintain an environment which prevents sexual exploitation and abuse.



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ZERO TOLERANCE

FOR SEXUAL RELATIONSHIPS IN EXCHANGE FOR AID OR SERVICES.

- Any sexual relationships between an employee providing aid or service with a beneficiary is prohibited
- Such relationships undermine the work and credibility of organizations providing aid or service in communities and the work they do. They also undermine the names of donors who support the work of the organizations or service providers
- As an organisation that provides aid and services to communities, we will apply a zero tolerance towards sexual exploitation and abuse
- Sexual exploitation and abuse constitute acts of gross misconduct which will result in expulsion from work for an employee found guilty of such a conduct.



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WHERE AND HOW TO REPORT

Employees or volunteers who suspect their colleagues to be committing the act of sexual exploitation and abuse, should report to their immediate supervisors.

Organizations should make sure that victims who have reported sexual exploitation and abuse against an employee are not humiliated, degraded or abused. Due diligence should be followed to ensure that victims are assisted throughout the process and are referred to institutions that will provide legal and health services.

They can also report to the following service providers:

- **Police emergency line: 999**
- **Ministry of Education toll-free line: 9664**
- **SWAGAA: 951/ U-Report: SWAGAA 8500**
- **Super Buddies Club: +268 2404 8228**
+268 7813 7005



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