



SDC Requirements for Prevention of Sexual Exploitation, Abuse and Harassment (PSEAH)

The FDFA/SDC's commitment to PSEAH

For the FDFA, the prevention of sexual exploitation, abuse and harassment PSEAH is a key priority, both internally and for partner organisations. PSEAH refers to measures taken to protect people from SEAH by own staff and associated personnel.

The FDFA promotes zero tolerance of inaction against sexual exploitation, abuse and harassment.

Sexual exploitation, abuse and harassment is widespread and can have severe mental, physical, social and other consequences for the survivor / victim as well as often for the organisation (loss of qualified staff, negative work atmosphere etc.).

PSEAH is relevant for the safety of beneficiaries, clients, staff of the SDC and partner organisations and volunteers.

Expectations regarding PSEAH for partners

In order to fulfil the requirements set out in the [Code of Conduct for Contractual Partners](#) and to protect staff and beneficiaries from SEAH, the FDFA expects from its partners a **serious commitment to developing robust PSEAH mechanisms**.

Definitions:

- **Sexual Exploitation:** Any actual or attempted abuse of 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 is a broad term, which includes acts such as, transactional sex, solicitation of transactional sex and exploitative relationship.
- **Sexual Abuse:** Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. "Sexual abuse" is a broad term, which includes acts such as rape, sexual assault, forced prostitution etc.
- **Sexual Harassment:** It is defined as any form of unwanted verbal, non-verbal or physical conduct of a sexual nature with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment.

Partner obligations: the MUST

- A **code of conduct or another equivalent document with a commitment to zero-tolerance towards SEAH** (contractually binding for all staff)

Additional elements constituting a basic PSEAH mechanism

Contractual partners are expected to develop and **strengthen their PSEAH mechanism during the time frame of the project implementation**. The following elements will have to be developed:

- Policies and documents (PSEAH policy, gender policy integrating PSEAH, or other SEAH-related documents or guidelines)
- A contractually binding code of conduct for partner organizations with a commitment to zero-tolerance towards SEAH
- PSEAH clause in work and supplier contracts etc.
- Trained focal point for PSEAH
- Training, information and awareness raising for staff including for management, contractual partners and beneficiaries (sensitisation meetings and training workshops, e-training etc.)
- Support for survivors/ victims and witnesses (e.g. protection, contacts to legal, medical and psychological services)
- Established procedures how to receive and handle complaints, conduct investigations and impose disciplinary sanctions.

PSEAH Action Planning

Is the organisation selected for the implementation of the project, the missing elements of a PSEAH system will have to be established during the Partner Risk Assessment. In the first two months of the project implementation, an action plan for the strengthening of the PSEAH system is to be submitted.