

CHAPTER 11: PREVENTING SEXUAL EXPLOITATION, ABUSE, AND HARASSMENT

1. INTRODUCTION

CCRD is committed to creating a safe and respectful environment for all individuals associated with our organization, including beneficiaries, staff, volunteers, partners, and visitors. This policy outlines our zero-tolerance approach to sexual exploitation, abuse, and harassment and serves as a framework for prevention, reporting, and response.

2. DEFINITIONS

- Sexual Exploitation: Any act or conduct by an individual, whether for personal, financial, or any other gain, which involves the abuse of power or a position of trust to exploit another person sexually.
- Sexual Abuse: Any non-consensual sexual activity, including rape, molestation, or any form of sexual violence.
- Sexual Harassment: Unwelcome sexual advances, requests for sexual favors, or any other verbal, non-verbal, or physical conduct of a sexual nature that interferes with an individual's work or participation in our programs.

3. COMMITMENT TO PREVENTION

CCRD is dedicated to preventing sexual exploitation, abuse, and harassment. Our prevention efforts include:

- Comprehensive training programs for all staff, volunteers, and partners, emphasizing the prevention of sexual exploitation, abuse, and harassment.
- Clear guidelines on appropriate behavior and respectful interactions within our organization and towards beneficiaries.
- Encouragement of reporting and disclosure of any concerns related to sexual exploitation, abuse, or harassment.

4. REPORTING MECHANISM

- Individuals who experience or witness any form of sexual exploitation, abuse, or harassment within the organization or in its programs are encouraged to report it to a designated focal point or to the appropriate authorities.
- Reports will be treated confidentially, and protection will be offered to those who report abuse or harassment. CCRD accepts and treats equally the anonymous reports.

5. RESPONSE AND INVESTIGATION

- Reports of sexual exploitation, abuse, or harassment will be taken seriously and promptly investigated by a designated committee.
- We will cooperate with law enforcement agencies if necessary.

- Those found guilty of sexual exploitation, abuse, or harassment will face disciplinary actions, which may include termination of employment, removal from programs, and legal prosecution.

6. SUPPORT AND CARE

- CCRD is committed to providing support and care to individuals affected by sexual exploitation, abuse, or harassment. This includes access to medical care, counseling, and legal assistance.
- The organization will strive to create a safe and non-discriminatory environment where survivors can heal and recover.

7. CONTINUOUS IMPROVEMENT

CCRD will periodically review and update this policy to reflect best practices and evolving circumstances.

8. AWARENESS AND TRAINING

- We will continue to raise awareness about sexual exploitation, abuse, and harassment and the importance of preventing and reporting such incidents.
- All staff, volunteers, and partners will receive regular training on this policy and the prevention of sexual exploitation, abuse, and harassment.

9. LEGAL COMPLIANCE

- CCRD is committed to complying with all applicable local, national, and international laws and regulations related to the prevention of sexual exploitation, abuse, and harassment.
- This policy is effective immediately and serves as a commitment to uphold the highest standards of ethics and safety within our organization.