



# BEWARE!

Sexual exploitation and abuse by humanitarian and development workers constitute acts of gross misconduct and are therefore grounds for termination of employment.

## ZERO TOLERANCE FOR SEXUAL ABUSE AND EXPLOITATION

If you have experienced, observed, or suspect sexual exploitation and abuse, please report it immediately by contacting the 24 hour hotline number 01-4290098 or your agency specific reporting line.

Failure to adhere to the standard of conduct will result in disciplinary or administrative actions being taken against the perpetrator, including suspension, immediate repatriation, dismissal, and a ban from working for the United Nations ever again.



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# NO EXCUSE!

Sexual activity with children (persons under the age of 18) is prohibited. Mistaken belief regarding the age of a child is NOT a defense.

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# STOP!

Sexual relation with beneficiaries is prohibited. Such relationships undermine the credibility and integrity of development and humanitarian work.

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# PROHIBITED!

All transactional sex is prohibited. Exchange of money, employment, goods, or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour is prohibited.

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**HELP...**

**COMPLAINT BOX**

# **REPORT!**

Concerns or suspicions regarding sexual exploitation and abuse must be reported. Failure to report sexual misconduct is a breach of the UN standards of conduct.

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# BE RESPONSIBLE!

Humanitarian and development workers are obliged to maintain an environment that is free from sexual exploitation and abuse. Managers at all levels have particular responsibilities to develop systems which maintain this environment.

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