

There is no-excuse for sexual exploitation and abuse or sexual harassment

It is the responsibility of each UN personnel to develop and maintain a respectful environment in the office and in the community where we work.

Everyone has the right to

- Be treated with dignity and respect, regardless of their age, gender, caste, religion, ethnicity, or ability etc.
- Live free from any form of sexual exploitation, abuse, harassment or violence
- Have a safe and respectful environment



UN has zero tolerance policy against sexual misconduct.

Any case or suspicion of sexual misconduct should be reported to 01-4290098

There is an option to report SEA and SH cases anonymously. All reported cases will be handled confidentially.

The victim/survivor will be offered help immediately after reporting, and the case will be investigated.

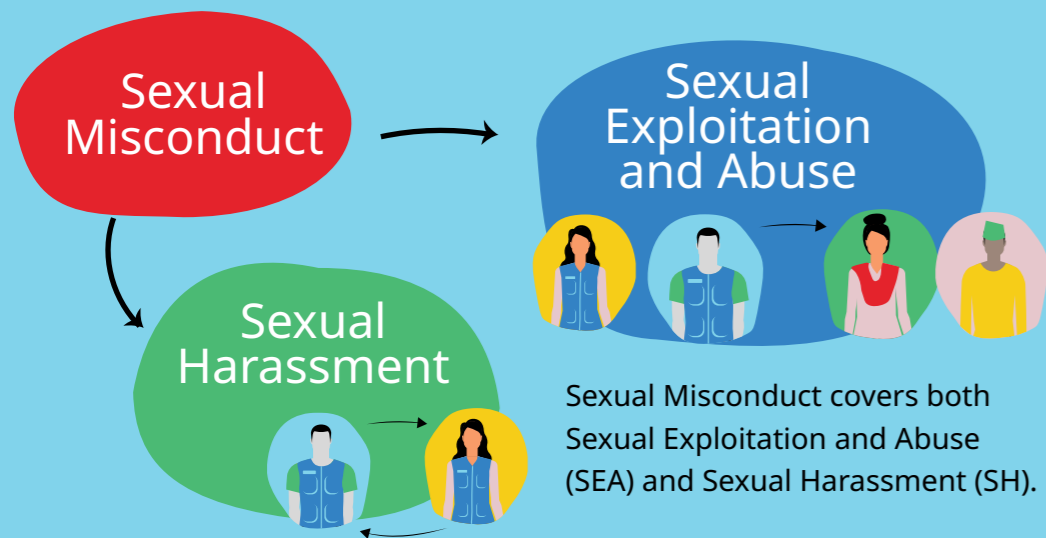
If the SEA or SH situation is proven, disciplinary or administrative action will be taken against the perpetrator. This may include suspension, immediate repatriation, dismissal and a prohibition from working for the UN in the future. Where applicable, the perpetrator can be referred for criminal prosecution.



Sexual Misconduct in the UN is Prohibited



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SEA is a particular form of gender-based violence that involves uneven power relations. SEA has been reported in development and humanitarian contexts, specifically alleged against development and humanitarian workers.

Sexual Exploitation

Any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes. Consensual acts can also constitute sexual exploitation.

Examples of Sexual Exploitation

- **Transactional sex:** the exchange of money, jobs, commodities, or services in exchange for sex, including sexual favours and other forms of humiliating, degrading, or exploitative behaviour.
- **Solicitation of transactional sex:** Any request for transactional sex.
- **Exploitative relationship:** Any sexually demeaning, degrading, or exploitative relationship between a person in a position of power and a person in a position of vulnerability.
- **Prostitution:** Hiring a prostitute is considered sexual exploitation, even in countries where prostitution is legal.



Sexual Abuse

Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Examples of Sexual Abuse

- **Sexual Assault:** A violation of bodily integrity and sexual autonomy and is broader than the narrower conception of “rape”.
- **Sexual Activity with children under the age of 18.** Consent from children is not consent.
- **Rape:** The penetration of a sexual organ and/or any item or bodily part of a person who does not consent.

Sexual Harassment

Sexual Harassment refers to any unwelcome behavior of a sexual nature that might reasonably be expected, or be perceived, to cause offence or humiliation to another, when such conduct

- interferes with work,
- is made a condition of employment,
- or creates an intimidating, hostile or offensive work environment.

Examples of Sexual Harassment

- **Physical conduct:** Unwelcome touch, hugging, kissing, patting, offensively exposing themselves to another person, touching or rubbing oneself sexually against another person, etc.
- **Verbal conduct:** Sexual slurs, sexual hints, jokes; repeated unsolicited propositions for dates and/or sexual relations; asking about sexual fantasies, unwelcome flirting and so on.
- **Non-verbal conduct:** Sending, giving or showing offensive sexually explicit SMS, emails, images, pornographic materials or gifts; Sexual looks like leering and ogling with suggestive overtones etc.

