IWGIA ANTI-SHEA¹ POLICY

IWGIA maintains a policy of zero tolerance towards Sexual Harassment, Exploitation and Abuse in all its forms. IWGIA is committed to providing a safe environment for all its employees, cooperation partners and consultants, free from discrimination on any ground and from harassment, exploitation or abuse at work including sexual harassment. IWGIA will operate a zero-tolerance policy for any form of sexual harassment, exploitation or abuse, treat all incidents seriously and promptly investigate all allegations of sexual harassment exploitation or abuse. Any person found to have exploited, abused or sexually harassed another will face disciplinary action. All complaints of misconduct will be taken seriously and treated with respect and in confidence. No one will be victimised for making such a complaint.

The purpose of this Code is to ensure that all IWGIA employees, partners, and subcontractors represents and warrants in connection with its work, that it:

• Shall not discriminate on the basis of race, ethnicity, religion, national origin, gender, age, sexual orientation, marital status, citizenship status, disability, or military status.
• Shall comply with the Statement of Commitment on Eliminating Sexual Exploitation and Abuse by UN and Non-UN personnel, including the Six Core Principles Relating to Sexual Exploitation and Abuse stating that:

1. “Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment.
2. Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief regarding the age of a child is not a defence.
3. Exchange of money, employment, goods, or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour is prohibited. This includes exchange of assistance that is due to beneficiaries.
4. Sexual relationships between humanitarian workers and beneficiaries are strongly discouraged since they are based on inherently unequal power dynamics. Such relationships undermine the credibility and integrity of humanitarian aid work.
5. Where a humanitarian worker develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same agency or not, he or she must report such concerns via established agency reporting mechanisms.
6. Humanitarian workers are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Managers at all levels have particular responsibilities to support and develop systems which maintain this environment.”

IWGIA commits to develop and/or disseminate organization-specific strategies or messages to prevent and respond to sexual exploitation and abuse, ensure that complaint mechanisms for reporting sexual exploitation and abuse are accessible, investigate allegations of sexual exploitation and abuse in a timely and professional manner, take appropriate action against perpetrators of sexual exploitation and abuse and protect victims and informants from retaliation.

¹ Sexual Harassment, Exploitation and Abuse (SHEA) and other Safeguarding