



## Common PSEAH Principles



These principles are designed to underpin and guide the SEAH-related conduct of all people and organisations doing humanitarian, development or peace-related work.

### 1. SEAH is prohibited.

- a. Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions, is prohibited.
- b. Exchange of money, employment, goods, or services for sex, including demands for sex / 'sexual favours' or other forms of abusive, humiliating, degrading or exploitative behaviour is prohibited. This includes exchange of any assistance or protection that is due to people or communities.
- c. Any sexual relationship which involves improper use of rank, role or position, or any abuse of power and power imbalances, is prohibited.
- d. Sexual activity with children (persons under the age of 18) by those engaged in HDP work 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.
- e. Sexual harassment of co-workers (whether in the same organisation or not) or people in communities receiving assistance or protection, is prohibited.

### 2. Zero tolerance for inaction.

### 3. Tailor PSEAH approaches to the context and ensure the approaches are inclusive and victim-survivor centred.

### 4. Embed SEAH prevention as part of working culture.

### 5. Respond appropriately to suspicions, reports and incidents of SEAH.

### 6. Respect confidentiality and protect against retaliation.

## Minimum Actions



**Summary:** These actions are recommended to help all people and organisations do all they reasonably can to prevent and respond to SEAH. Different types and sizes of organisation or operation can implement them in ways that feel proportionate and most relevant to them. Related supporting documents provide more guidance on the minimum actions and how they can be implemented at individual, international, national, organisation and project/programme levels.

### 1. POLICIES: Set, communicate, uphold and implement clear PSEAH policies.

### 2. LEADERSHIP: Prioritise and embed a culture of zero tolerance for inaction.

### 3. COMMUNICATION: Consult, inform and coordinate with communities & partners.

### 4. PREVENTION: Assess SEAH risk and take action to prevent SEAH across all activities

### 5. RESPONSE: Encourage reporting, accountability and a victim-survivor centred approach.

### 6. MONITORING: check if efforts to protect against SEAH are working

