



**Common Approach to Protection from Sexual  
Exploitation, Sexual Abuse and Sexual Harassment**

**This document shows how CAPSEAH aligns to the following key standards and instruments to protect against SEA/SEAH:**

**[UN Inter-Agency Standing Committee \(IASC\) Six Core Principles on PSEA \(2019\)](#)**

**[UN Inter-Agency Standing Committee Minimum Operating Standards on PSEA \(2012\)](#)**

**[UNSG Bulletin on Special Measures for PSEA \(2003\)](#)**

**[The Core Humanitarian Standard \(CHS Alliance\) PSEAH index \(2020\)](#)**

**[DAC Recommendation on ending SEAH \(2019\)](#)**

**CAPSEAH does not replace the above documents. It synthesises and aligns to the key actions from them.**

**This mapping will be reviewed and updated as CAPSEAH and other standards and instruments evolve.**

CAPSEAH Principles	IASC Principles	IASC Principles	CAPSEAH Principles
1. <b>1. SEAH is prohibited.</b> SEA constitutes gross misconduct and grounds for termination of contract, and potential prosecution under criminal, civil or military law. SH is misconduct and can constitute gross misconduct depending on its severity. Acts of SEAH are an abuse of power and undermine the integrity and impact of HDP work. In particular	1. "Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment	1. "Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment	1. SEAH is prohibited. SEA is often categorised as gross misconduct and grounds for termination of contract, and potential prosecution under criminal, civil or military law. SH is misconduct and can constitute gross misconduct depending on its severity. Acts of SEAH are prohibited because they are an abuse of power and undermine the integrity and impact of HDP efforts. In particular:
a. <b>Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions, is prohibited.</b>	New		1a. Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions, is prohibited.
b. <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.</b> This includes exchange of any assistance or protection that is due to people or communities.	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.	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	1d. 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.
c. <b>Any sexual relationship which involves improper use of rank, role or position, or any abuse of power and power imbalances, is prohibited.</b>	4. Any sexual relationship between those providing humanitarian assistance and protection and a person benefitting from such humanitarian assistance and protection that involves improper use of rank or position is prohibited. Such relationships undermine the credibility and integrity of humanitarian aid work	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.	1b. 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 any assistance or protection that is due to the people or communities that HDP personnel are there to support.
d. <b>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.</b> Mistaken belief regarding the age of a child is not a defence.	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	4. Any sexual relationship between those providing humanitarian assistance and protection and a person benefitting from such humanitarian assistance and protection that involves improper use of rank or position is prohibited. Such relationships undermine the credibility and integrity of humanitarian aid work	1c. Any sexual relationship between HDP personnel and the people they are there to support which involves improper use of rank, role or position, or any abuse of power and power imbalances, [is prohibited].
e. <b>Sexual harassment of co-workers (whether in the same organisation or not) or people in communities receiving assistance or protection, is prohibited.</b>	New		e. Sexual harassment of co-workers (whether in the same organisation or not) or people being supported by HDP work [is prohibited].
2. <b>Zero tolerance for inaction.</b> This means: zero tolerance for acts of SEAH; zero tolerance for inaction to prevent, report or respond to SEAH; and zero tolerance for retaliation against victim-survivors or whistleblowers. It does not mean having zero cases of SEAH being reported. Reporting is strongly encouraged and should not be penalised.	New		2. Zero tolerance for inaction. This means: zero tolerance for acts of SEAH; zero tolerance for inaction to prevent, report or respond to SEAH; and zero tolerance for retaliation against victim-survivors or whistleblowers. It does not mean having zero cases of SEAH being reported. Reporting is encouraged and will not be penalised.
3. <b>Tailor PSEAH approaches to the context and ensure the approaches are inclusive and victim-survivor centred.</b> Consult people and communities, particularly vulnerable groups. Build on and strengthen existing community and national mechanisms when assessing SEAH risk and designing PSEAH approaches. Embed and prioritise the rights, safety, needs, wellbeing and dignity of victim-survivors and their communities.	New		3. PSEAH approaches should be tailored to context, inclusive and victim-survivor centred. Listen to and engage affected communities (particularly women and girls and other vulnerable groups) and build on existing local community mechanisms when assessing SEAH risk and designing PSEAH approaches. Embed and prioritise the rights, safety, needs, wellbeing and dignity of victim-survivors.
4. <b>Embed SEAH prevention as part of working culture.</b> Always act with integrity and help create and maintain an environment which prevents, reports and responds to SEAH. Leaders and managers at all levels have particular responsibility to resource, develop, implement and support PSEAH systems to proactively identify, monitor and address SEAH risks and reports.	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.	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.	5. Respond appropriately to suspicions, reports and incidents of SEAH. In particular: 5a. Knowledge, concerns or suspicions of SEAH by HDP personnel, whether in the same agency or not, should be reported in line with organisational policies, guidance and reporting mechanisms.
5. <b>Respond appropriately to suspicions, reports and incidents of SEAH.</b> In particular:			5b. Investigations should prioritise the rights, safety, needs, wellbeing and dignity of victim-survivors. Help victim-survivors who report to access support, regardless of whether they participate in an investigation. When cases are substantiated, provide victim-survivors and any children born of sexual exploitation or abuse, with redress and support.
a. Knowledge, concerns or suspicions of SEAH by HDP personnel, whether in the same agency or not, should be reported in line with organisational policies, guidance and reporting mechanisms.	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.		5c. Hold those found to have committed SEAH accountable and take appropriate disciplinary action.
b. Assistance and investigations should prioritise the rights, safety, needs, wellbeing and dignity of victim-survivors. Help victim-survivors who report an incident to access support, regardless of whether they participate in an investigation.	New	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.	4. Embed SEAH prevention as part of working culture. Act with integrity at all times and help create and maintain an environment which prevents, reports and responds to SEAH. Leaders and managers at all levels have particular responsibility to promote a culture which maintains this environment and to support and develop systems to ensure that SEAH risk is identified, concerns can be safely reported, and PSEAH approaches are accessible and effectively resourced and implemented.
c. Hold those found to have committed SEAH accountable and take appropriate action in line with relevant due process.	New		
6. <b>Respect confidentiality and protect against retaliation.</b> Ensure reports can be made safely and confidentially. All those involved in an allegation should be protected against retaliation, have their confidentiality and dignity respected and receive appropriate support. This includes victim-survivors, complainants, witnesses, whistle-blowers, and the subject(s) of complaint.	New		6. Respect confidentiality and protect against retaliation. Ensure reports can be made safely and confidentially. All those involved in an allegation should be protected against retaliation and have their confidentiality and dignity respected. This includes victim-survivors, complainants, witnesses, whistle-blowers, and the subject(s) of complaint.

IASC Minimum Operating Standards	CAPSEAH	CAPSEAH refs
<b>1 Effective Policy Development and Implementation</b>	<b>Minimum Action 1. Policies: Set, communicate, uphold and implement clear PSEAH policies.</b>	
A policy stating standards of conduct, including acts of SEA, exists and a work plan to implement the policy is in place.	Principle 1 - SEAH is prohibited Principle 4 - Embed SEAH prevention as part of working culture MA 1a. Set, resource, implement and adhere to a PSEAH policy/strategy aligned to these common principles, minimum actions and the standards that underpin them. Some organisations may have an overarching PSEAH strategy, while others may prefer separate policies for SEA (to guide external operations and project/programmes) and SH (to guide internal staff conduct).	P1, 4 MA 1a, 2a, 2b
The policy/standards of conduct have been conveyed to current staff and senior management (at HQ and field level) on repeated occasions (such as inductions and refresher trainings).	MA 1c. Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct. Ways to do this include mandatory induction and regular refresher training; adding text to contracts, job descriptions and cooperative agreements; assessing partner capacity to meet expectations on PSEAH; and discussion of compliance in performance reviews and evaluations. MA 2a. Leaders should allocate sufficient resources to prevent and respond to SEAH. MA 2b. Leaders should regularly assess and monitor the implementation and impact of efforts to prevent and respond to SEAH	MA 1c
<b>2 Cooperative Arrangements</b>	<b>MA 1c. Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct.</b>	
SG's Bulletin (ST/SGB/2003/13) or respective codes of conduct are included in general contract conditions.	MA 1b. Ensure PSEAH principles and standards of behaviour are embedded in codes of conduct with clear prohibition of SEAH. Create or update a code of conduct to align with such action if required. MA 1c. Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct. Ways to do this include mandatory induction and regular refresher training; adding text to contracts, job descriptions and cooperative agreements; assessing partner capacity to meet expectations on PSEAH; and discussion of compliance in performance reviews and evaluations.	MA 1b, 1c
Procedures are in place to receive written agreement from entities or individuals entering into cooperative arrangements with the agency that they are aware of and will abide by the standards of the PSEA policy.	MA 1c. Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct. Ways to do this include mandatory induction and regular refresher training; adding text to contracts, job descriptions and cooperative agreements; assessing partner capacity to meet expectations on PSEAH; and discussion of compliance in performance reviews and evaluations.	MA 1c
<b>3 A dedicated department/focal point is committed to PSEA</b>	<b>MA 2. LEADERSHIP: Prioritise and embed a culture of zero tolerance for inaction.</b>	
A dedicated department/focal point have the overall responsibility for the development and implementation of PSEA policy and activities.	Principle 4 - Embed SEAH prevention as part of working culture MA 2a. Leaders need to show clear and visible commitment to zero tolerance for inaction on SEAH. Ways of doing this include appointing a senior PSEAH Champion... MA 2b. Leaders should allocate sufficient resources to prevent and respond to SEAH. Adequate human, technical and financial resources are needed to implement PSEAH policies, both within core business and specific pieces of work (projects/programmes etc). Put in place dedicated central PSEAH staff with overall responsibility for the development and implementation of PSEAH policies and activities, as well as networks of trained PSEAH champions or focal points.	P4 MA 2a, 2b
The responsible department/focal point is required to regularly report to senior management on its progress on PSEA through the Senior Focal Point on PSEA.	MA 2c. Leaders should regularly assess and monitor the implementation and impact of efforts to prevent and respond to SEAH. Case numbers, SEAH risk assessments, surveys, staff discussions and training completion rates, and routine monitoring can all help to track PSEAH culture and capability. MA 6a. Learn and improve from experience, including where things have gone wrong. When cases occur, consider if prevention measures could be strengthened and follow up with victim-survivors to check if support can be improved. 5b. Monitor and evaluate the implementation and impact of PSEAH policies and approaches. Use feedback tools and surveys to check how well staff, implementing partners, and communities understand how to prevent and respond to SEAH and if perceptions/levels of risk are improving; use aggregate non-identifiable data to track case numbers to evaluate if reporting mechanisms are working; look for trends to see if there is a need to increase prevention for particular geographies or groups (e.g. children or people with disabilities).	MA 2c, 6a, 6b
Staff members dealing with PSEA have formalised responsibility for PSEA in their job description, performance appraisal or similar.	1c. Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct. Ways to do this include mandatory induction and regular refresher training; adding text to contracts, job descriptions and cooperative agreements; assessing partner capacity to meet expectations on PSEAH; and discussion of compliance in performance reviews and evaluations 2d. Leaders should set out and incentivise clear responsibilities on PSEAH. Include specific responsibilities on PSEAH in relevant job descriptions and performance objectives, including those of senior managers. Monitor delivery of PSEAH objectives in performance appraisals.	MA 1c, 2d
They have received systematised training on PSEA and the time committed to PSEA is commensurate with the scale of implementation required under the current situation of the organisation.	1c. Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct. Ways to do this include mandatory induction and regular refresher training; adding text to contracts, job descriptions and cooperative agreements; assessing partner capacity to meet expectations on PSEAH; and discussion of compliance in performance reviews and evaluations. 2b. Leaders should allocate sufficient resources to prevent and respond to SEAH. Adequate human, technical and financial resources are needed to implement PSEAH policies, both within core business and specific pieces of work (projects/programmes etc). Put in place dedicated central PSEAH staff with overall responsibility for the development and implementation of PSEAH policies and activities, as well as networks of trained PSEAH champions or focal points.	MA 1c, 2b

<p><b>4. Effective and comprehensive communication from HQ to the field on expectations regarding raising beneficiary awareness on PSEA</b></p>	<p><b>3. COMMUNICATION: Consult, inform and coordinate with communities and partners.</b></p>	
<p>The HQ has communicated in detail the expectations regarding beneficiary awareness raising efforts on PSEA (including information on the organisation's standards of conduct and reporting mechanism).</p>	<p>3b. Empower local communities. Engage with civil society, including women's and human rights groups and national human rights institutions, to ensure those who come into contact with projects/programmes and operations know what standards of SEAH-related behaviour are expected, how to report, what happens if they report, their rights and what support is available to them. Do so in a way which takes account of local context, cultures, and is accessible to as many people as possible.</p>	<p>MA 3b</p>
<p>The HQ has distributed examples of awareness raising tools and materials to be used for beneficiary awareness raising activities.</p>	<p>3b. Empower local communities. Engage with civil society, including women's and human rights groups and national human rights institutions, to ensure those who come into contact with projects/programmes and operations know what standards of SEAH-related behaviour are expected, how to report, what happens if they report, their rights and what support is available to them. Do so in a way which takes account of local context, cultures, and is accessible to as many people as possible.</p>	<p>MA 3b</p>
<p><b>5 Effective community based complaints mechanisms (CBCM), including victim assistance.</b></p>	<p><b>3. COMMUNICATION: Consult, inform and coordinate with communities and partners.</b> <b>5. RESPONSE: Encourage reporting, accountability and a victim-survivor centred approach.</b></p>	
<p>The HQ urges its field offices to participate in community based complaint mechanisms that are jointly developed and implemented by the aid community adapted to the specific locations.</p>	<p>Principle 3: Tailor PSEAH approaches to the context and ensure the approaches are inclusive and victim-survivor centred. Consult people and communities, particularly vulnerable groups. Build on and strengthen existing community and national mechanisms when assessing SEAH risk and designing PSEAH approaches. Embed and prioritise the rights, safety, needs, wellbeing and dignity of victim-survivors and their communities. MA 3a. Consult local people and communities. Collaborate with, listen to, and use the knowledge of local people whose situation makes them most vulnerable to SEAH, and victim-survivors where possible, when designing PSEAH approaches, projects/programmes and reporting mechanisms. MA 5a Establish, test, and encourage the use of safe and accessible mechanisms for receiving complaints and detecting concerns relating to personnel, operations and project/programmes. Participate in community-based complaint mechanisms.</p>	<p>P3 MA 3a, 5a</p>
<p>There is guidance provided to the field on how to design the CBCM to ensure it is adapted to the cultural context with focus on community participation.</p>	<p>Principle 3: Tailor PSEAH approaches to the context and ensure the approaches are inclusive and victim-survivor centred. Consult people and communities, particularly vulnerable groups. Build on and strengthen existing community and national mechanisms when assessing SEAH risk and designing PSEAH approaches. Embed and prioritise the rights, safety, needs, wellbeing and dignity of victim-survivors and their communities. MA 3a. Consult local people and communities. Collaborate with, listen to, and use the knowledge of local people whose situation makes them most vulnerable to SEAH, and victim-survivors where possible, when designing PSEAH approaches, projects/programmes and reporting mechanisms. MA3b. Empower local communities. Engage with civil society, including women's and human rights groups and national human rights institutions, to ensure those who come into contact with projects/programmes and operations know what standards of SEAH-related behaviour are expected, how to report, what happens if they report, their rights and what support is available to them. Do so in a way which takes account of local context, cultures, and is accessible to as many people as possible. MA4b. Understand, reduce and manage the risk of SEAH. Assess and monitor SEAH risks regularly based on an understanding of the local delivery context or working environment and the specific vulnerabilities and needs of affected groups.</p>	<p>P3 MA 3a, 3b, 4b</p>
<p>There is a mechanism for monitoring and review of the complaint mechanism.</p>	<p>MA 5a. Establish, test, and encourage the use of safe and accessible mechanisms for receiving complaints and detecting concerns relating to personnel, operations and project/programmes. Participate in community-based complaint mechanisms. Use surveys to seek feedback and track reporting levels to test if mechanisms are trusted and used. Having few reports does not necessarily mean few cases. Stay alert to SEAH risk and culture even in the absence of reports. MA 6b. Monitor and evaluate the implementation and impact of PSEAH policies and approaches. Use feedback tools and surveys to check how well staff, implementing partners, and communities understand how to prevent and respond to SEAH and if perceptions/levels of risk are improving; use aggregate non-identifiable data to track case numbers to evaluate if reporting mechanisms are working; look for trends to see if there is a need to increase prevention for particular geographies or groups (e.g. children or people with disabilities).</p>	<p>MA 5a, 6b</p>
<p>The organisation has written guidance on the provision of victim assistance.</p>	<p>Principle 3 - Tailor PSEAH approaches to the context and ensure the approaches are inclusive and victim-survivor centred. Consult people and communities, particularly vulnerable groups. Build on and strengthen existing community and national mechanisms when assessing SEAH risk and designing PSEAH approaches. Embed and prioritise the rights, safety, needs, wellbeing and dignity of victim-survivors and their communities. MA 5b. Help personnel to know what to do if they experience, witness or suspect SEAH. Develop and implement guidance and training so that personnel know how to identify SEAH, and what to do if they receive a report about, become aware of, experience or witness SEA or SH. MA 5c. Help victim-survivors who report to access support. Ensure that they have the support and means to access, safely and confidentially, quality response services including medical, psychosocial, and legal assistance. Victim-survivors have a right to this support whether they choose to participate in an investigation or not. MA5d. Take a victim-survivor centred approach to reports and investigations. Respond to and investigate cases in a timely, fair, confidential, safe and sensitive manner which is centred on the safety, agency, informed consent, dignity, needs and rights of victims-survivors.</p>	<p>P3 MA 5b, 5c, 5d</p>

<b>6 Effective recruitment and performance management</b>	<b>MA 1. POLICIES: Set, communicate, uphold and implement clear PSEAH policies.</b> <b>MA 4. PREVENTION: Assess SEAH risk and take action to prevent SEAH across all activities</b>	
The organisation makes sure that all candidates are required to sign the code of conduct before being offered a contract.	Principle 1 - SEAH is prohibited MA 1c.Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct. Ways to do this include mandatory induction and regular refresher training; adding text to contracts, job descriptions and cooperative agreements; assessing partner capacity to meet expectations on PSEAH; and discussion of compliance in performance reviews and evaluations.	P1 MA 1c
Each organisation commits to improving its system of reference checking and vetting for former misconduct.	MA 4d. Use relevant vetting schemes and recruitment processes to prevent the hiring of perpetrators of SEAH. E.g. Conduct pre-employment checks such as references and use tools like the Misconduct Disclosure Scheme, and (for the UN) Clearcheck. 5e. Hold individuals to account. Take timely and appropriate disciplinary action against people found guilty of SEAH or who retaliate against those who report concerns or participate in investigations. Use information-sharing tools e.g. the Misconduct Disclosure Scheme to prevent perpetrators moving between organisations undetected.	MA 4d, 5e
Supervision and performance appraisals include adherence to participation in Code of Conduct trainings (or similar) that includes PSEA.	MA 2d Leaders should set out and incentivise clear responsibilities on PSEAH. Include specific responsibilities on PSEAH in relevant job descriptions and performance objectives, including those of senior managers. Monitor delivery of PSEAH objectives in performance appraisals.	MA 2d
Performance appraisals for Senior Management include the adherence to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of the ST/SGB/2003/13 or code of conduct.	Principle 4. Embed SEAH prevention as part of working culture. Always act with integrity and help create and maintain an environment which prevents, reports and responds to SEAH. Leaders and managers at all levels have particular responsibility to resource, develop, implement and support PSEAH systems to proactively identify, monitor and address SEAH risks and reports. MA 2d Leaders should set out and incentivise clear responsibilities on PSEAH. Include specific responsibilities on PSEAH in relevant job descriptions and performance objectives, including those of senior managers. Monitor delivery of PSEAH objectives in performance appraisals.	P4 MA 2d
<b>7 Effective and comprehensive mechanisms are established to ensure awareness raising on SEA amongst personnel</b>	Principle 4. Embed SEAH prevention a part of working culture. MA 1a. Set, resource, implement and adhere to a PSEAH policy/strategy aligned to these common principles, minimum actions and the standards that underpin them. MA 1b. Ensure PSEAH principles and standards of behaviour are embedded in codes of conduct with clear prohibition of SEAH. Create or update a code of conduct to align with such action if required. MA 1c. Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct.	P4 MA 1a, 1b, 1c
Staff receives annual refresher training on the standards of conduct, learn about the mechanism to file complaints and reports of misconduct and the implications of breaching these standards.	MA 1c. Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct. Ways to do this include mandatory induction and regular refresher training; adding text to contracts, job descriptions and cooperative agreements; assessing partner capacity to meet expectations on PSEAH; and discussion of compliance in performance reviews and evaluations. MA 5b.Help personnel to know what to do if they experience, witness or suspect SEAH. Develop and implement guidance and training so that personnel know how to identify SEAH, and what to do if they receive a report about, become aware of, experience or witness SEA or SH.	MA1c, 5b
Training on misconduct (specifically mentioning SEA) forms part of the induction process.	MA 1c. Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct. Ways to do this include mandatory induction and regular refresher training; adding text to contracts, job descriptions and cooperative agreements; assessing partner capacity to meet expectations on PSEAH; and discussion of compliance in performance reviews and evaluations.	MA 1c
Staff members are aware of their obligation to report SEA/misconduct and are aware that there is a policy for Protection from retaliation in place.	Principle 5a. Knowledge, concerns or suspicions of SEAH by HDP personnel, whether in the same organisation or not, must be reported in line with organisational policies, guidance and reporting mechanisms. Principle 6. Respect confidentiality and protect against retaliation. Ensure reports can be made safely and confidentially. All those involved in an allegation should be protected against retaliation, have their confidentiality and dignity respected and receive appropriate support. This includes victim-survivors, complainants, witnesses, whistle-blowers, and the subject(s) of complaint. MA 4a. Mainstream protection from SEAH. Embed PSEAH measures (training, risk management, due diligence, reporting, detection and vetting) into the culture, design and running of offices, operations, projects/programmes and missions. MA 5b.Help personnel to know what to do if they experience, witness or suspect SEAH. Develop and implement guidance and training so that personnel know how to identify SEAH, and what to do if they receive a report about, become aware of, experience or witness SEA or SH.	P5a, P6 MA 4a, 5b
<b>8 Internal complaints and investigation procedures in place</b>	<b>MA 5 RESPONSE: Encourage reporting, accountability and a victim-survivor centred approach.</b>	
Written procedures on complaints/reports handling from staff members or beneficiaries are in place.	5b. Help personnel to know what to do if they experience, witness or suspect SEAH. Develop and implement guidance and training so that personnel know how to identify SEAH, and what to do if they receive a report about, become aware of, experience or witness SEA or SH.	MA 5b
Staff members are informed on a regular basis of how to file a complaint/report and the procedures for handling these.	5b. Help personnel to know what to do if they experience, witness or suspect SEAH. Develop and implement guidance and training so that personnel know how to identify SEAH, and what to do if they receive a report about, become aware of, experience or witness SEA or SH.	MA 5b
Standard investigation operating procedures or equivalent issued and used to guide investigation practice.	6. Take a victim-survivor centred approach to reports and investigations. Respond to and investigate cases in a timely, fair, confidential, safe and sensitive manner which is centred on the safety, agency, informed consent, dignity, needs and rights of victims-survivors.	MA 6d
Investigations are undertaken by experienced and qualified professionals who are also trained on sensitive investigations such as allegations of SEA.	6. Take a victim-survivor centred approach to reports and investigations. Respond to and investigate cases in a timely, fair, confidential, safe and sensitive manner which is centred on the safety, agency, informed consent, dignity, needs and rights of victims-survivors.	MA 6d
Investigations are commenced within 3 months and information about out-come is shared with the complainant.	6. Take a victim-survivor centred approach to reports and investigations. Respond to and investigate cases in a timely, fair, confidential, safe and sensitive manner which is centred on the safety, agency, informed consent, dignity, needs and rights of victims-survivors.	MA 6d
Substantiated complaints have resulted in either disciplinary action or contractual consequences and, if not, the entity is able to justify why not.	5e. Hold individuals to account. Take timely and appropriate disciplinary action against people found guilty of SEAH or who retaliate against those who report concerns or participate in investigations. Use information-sharing tools e.g. the Misconduct Disclosure Scheme to prevent perpetrators moving between organisations undetected. 5f. Consider legal accountability. When cases may meet the definition of a criminal or civil offence, if the victim-survivor gives consent (or the parent/carer/guardian/ trusted person in the case of a child, and factoring in any mandatory legal reporting requirements) and it is safe to do so, refer to the appropriate jurisdiction or law enforcement agency.	MA 5e, 5f

2003 Bulletin		CAPSEAH	CAPSEAH refs
<b>Preamble/Introduction/Chapeau</b>	The Secretary-General, for the purpose of preventing and addressing cases of sexual exploitation and sexual abuse, and taking into consideration General Assembly resolution 57/306 of 15 April 2003, "Investigation into sexual exploitation of refugees by aid workers in West Africa", promulgates the following in consultation with Executive Heads of separately administered organs and programmes of the United Nations:		
<b>Section 1 - Definitions</b>	For the purposes of the present bulletin, the term "sexual exploitation" means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially, or politically from the sexual exploitation of another. Similarly, the term "sexual abuse" means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.	<p>*Sexual Exploitation (SE) - any actual or attempted abuse of a position of vulnerability, differential power or trust for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. For example, coercing individuals into engaging in sexual activities in exchange for aid, services, employment opportunities, or other benefits.</p> <p>*Sexual Abuse (SA) - the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. This includes sexual assault, rape, molestation, and other forms of non-consensual sexual activity.</p> <p>*Sexual Harassment (SH) - a range of unacceptable and unwelcome behaviours and practices of a sexual nature that may include, but are not limited to, sexual suggestions or demands, requests for 'sexual favours', sexual, verbal or physical conduct, or gestures that are or might reasonably be perceived as offensive or humiliating. This includes jokes, comments or messages of a sexual nature; suggestive looks, staring or leering; display of or circulation of pornographic material. It is sometimes used to describe behaviour in a work environment but can also occur in communities and public spaces.</p>	Part 1 Vision and Background
<b>Section 2 - Scope of application</b>	2.1 The present bulletin shall apply to all staff of the United Nations, including staff of separately administered organs and programmes of the United Nations.	CAPSEAH is a guide to help all people and organisations working in humanitarian, development and peace (HDP) settings take action and align efforts to protect people from Sexual Exploitation, Sexual Abuse and Sexual Harassment (SEAH).	Part 1 Vision and Background
	2.2 United Nations forces conducting operations under United Nations command and control are prohibited from committing acts of sexual exploitation and sexual abuse and have a particular duty of care towards women and children, pursuant to section 7 of Secretary-General's bulletin ST/SGB/1999/13, entitled "Observance by United Nations forces of international humanitarian law".	Principle 1 - SEAH is prohibited	P1
	2.3 Secretary-General's bulletin ST/SGB/253, entitled "Promotion of equal treatment of men and women in the Secretariat and prevention of sexual harassment", and the related administrative instruction set forth policies and procedures for handling cases of sexual harassment in the Secretariat of the United Nations. Separately administered organs and programmes of the United Nations have promulgated similar policies and procedures.	Principle 1e - Sexual harassment of co-workers (whether in the same organisation or not) or people in communities receiving assistance or protection, is prohibited.	P1e
<b>Section 3 - Prohibition of sexual exploitation and sexual abuse</b>	3.1 Sexual exploitation and sexual abuse violate universally recognized international legal norms and standards and have always been unacceptable behaviour and prohibited conduct for United Nations staff. Such conduct is prohibited by the United Nations Staff Regulations and Rules.	Principle 1 - SEAH is prohibited	P1
	3.2 In order to further protect the most vulnerable populations, especially women and children, the following specific standards which reiterate existing general obligations under the United Nations Staff Regulations and Rules, are promulgated:		
	a) Sexual exploitation and sexual abuse constitute acts of serious misconduct and are therefore grounds for disciplinary measures, including summary dismissal.	Principle 1. SEAH is prohibited. SEA constitutes gross misconduct and grounds for termination of contract, and potential prosecution under criminal, civil or military law. <i>SH is misconduct and can constitute gross misconduct depending on its severity.</i>	P1
	b) 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 in the age of a child is not a defence.	Principle 1d. 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.	P1d
	c) 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 any exchange of assistance that is due to beneficiaries of assistance.	Principle 1b. 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.	P1b
	d) Sexual relationships between United Nations staff and beneficiaries of assistance, since they are based on inherently unequal power dynamics, undermine the credibility and integrity of the work of the United Nations and are strongly discouraged.	Principle 1c. Any sexual relationship which involves improper use of rank, role or position, or any abuse of power and power imbalances, is prohibited.	P1c
	e) Where a United Nations staff member develops concerns or suspicions regarding sexual exploitation or sexual abuse by a fellow worker, whether in the same agency or not and whether or not within the United Nations system, he or she must report such concerns via established reporting mechanisms.	Principle 5a. Knowledge, concerns or suspicions of SEAH by HDP personnel, whether in the same organisation or not, must be reported in line with organisational policies, guidance and reporting mechanisms.	P5a
	f) United Nations staff are obliged to create and maintain an environment that prevents sexual exploitation and sexual abuse. Managers at all levels have a particular responsibility to support and develop systems that maintain this environment.	Principle 4. Embed SEAH prevention as part of working culture. Always act with integrity and help create and maintain an environment which prevents, reports and responds to SEAH. Leaders and managers at all levels have particular responsibility to resource, develop, implement and support PSEAH systems to proactively identify, monitor and address SEAH risks and reports.	P4
3.3 The standards set out above are not intended to be an exhaustive list. Other types of sexually exploitive or sexually abusive behaviour may be grounds for administrative action or disciplinary measures, including summary dismissal, pursuant to the United Nations Staff Regulations and Rules.	Chimes with overall tone of CAPSEAH.		

	<p>4.1 The Head of Department, Office, or Mission, as appropriate, shall be responsible for creating and maintaining an environment that prevents sexual exploitation and sexual abuse, and shall take appropriate measures for this purpose. In particular, the Head of Department, Office or Mission shall inform his or her staff of the contents of the present bulletin and ascertain that each staff member receives a copy thereof.</p>	<p>MA 2 - LEADERSHIP: Prioritise and embed a culture of zero tolerance for inaction.  MA2a. Leaders need to show clear and visible commitment to zero tolerance for inaction on SEAH. Ways of doing this include appointing a senior PSEAH Champion, regularly highlighting the importance of taking action to prevent and respond to SEAH to staff and peers, training to recognise and address power imbalances, and fostering an inclusive and respectful working culture and environment where personnel and communities feel able to raise concerns.  MA1c. Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct. Ways to do this include mandatory induction and regular refresher training; adding text to contracts, job descriptions and cooperative agreements; assessing partner capacity to meet expectations on PSEAH; and discussion of compliance in performance reviews and evaluations.  MA 4a. Mainstream protection from SEAH. Embed PSEAH measures (training, risk management, due diligence, reporting, detection and vetting) into the culture, design and running of offices, operations, projects/programmes and missions.</p>	<p>MA 2a, 1c, 4a</p>
<p><b>Section 4 - Duties of Heads of Departments, Offices and Missions</b></p>	<p>4.2 The Head of Department, Office or Mission shall be responsible for taking appropriate action in cases where there is reason to believe that any of the standards listed in section 3.2 above have been violated or any behaviour referred to in section 3.3 above has occurred. This action shall be taken in accordance with established rules and procedures for dealing with cases of staff misconduct.</p>	<p>MA 5e. Hold individuals to account. Take timely and appropriate disciplinary action against people found guilty of SEAH or who retaliate against those who report concerns or participate in investigations. Use information-sharing tools e.g. the Misconduct Disclosure Scheme to prevent perpetrators moving between organisations undetected.</p>	<p>MA 5e</p>
	<p>4.3 The Head of Department, Office or Mission shall appoint an official, at a sufficiently high level, to serve as a focal point for receiving reports on cases of sexual exploitation and sexual abuse. With respect to Missions, the staff of the Mission and the local population shall be properly informed of the existence and role of the focal point and of how to contact him or her. All reports of sexual exploitation and sexual abuse shall be handled in a confidential manner in order to protect the rights of all involved. However, such reports may be used, where necessary, for action taken pursuant to section 4.2 above.</p>	<p>MA 2b. Leaders should allocate sufficient resources to prevent and respond to SEAH. Adequate human, technical and financial resources are needed to implement PSEAH policies, both within core business and specific pieces of work (projects/programmes etc). Put in place dedicated central PSEAH staff with overall responsibility for the development and implementation of PSEAH policies and activities, as well as networks of trained PSEAH champions or focal points.</p>	<p>MA 2b</p>
	<p>4.4 The Head of Department, Office or Mission shall not apply the standard prescribed in section 3.2 (b), where a staff member is legally married to someone under the age of 18 but over the age of majority or consent in their country of citizenship.</p>	<p>Taking a definitive position on this which would apply to all organisations would be out of line with CAPSEAH's overall approach. CAPSEAH does not prevent organisations and governments from adopting this policy.</p>	
	<p>4.5 The Head of Department, Office or Mission may use his or her discretion in applying the standard prescribed in section 3.2 (d), where beneficiaries of assistance are over the age of 18 and the circumstances of the case justify an exception.</p>	<p>Principle 1c. Any sexual relationship which involves improper use of rank, role or position, or any abuse of power and power imbalances, is prohibited.  This means that a Head of Department or Mission etc can decide if a sexual relationship is clearly not an abuse of power or based on improper use of power imbalances</p>	
	<p>4.6 The Head of Department, Office or Mission shall promptly inform the Department of Management of its investigations into cases of sexual exploitation and sexual abuse, and the actions it has taken as a result of such investigations.</p>	<p>P5. Respond appropriately to suspicions, reports and incidents of SEAH.  MA 5b. Help personnel to know what to do if they experience, witness or suspect SEAH. Develop and implement guidance and training so that personnel know how to identify SEAH, and what to do if they receive a report about, become aware of, experience or witness SEA or SH.</p>	<p>P5  MA 5b</p>
<p><b>Section 5 - Referral to national authorities</b></p>	<p>If, after proper investigation, there is evidence to support allegations of sexual exploitation or sexual abuse, these cases may, upon consultation with the Office of Legal Affairs, be referred to national authorities for criminal prosecution.</p>	<p>MA 5f. Consider legal accountability. When cases may meet the definition of a criminal or civil offence, if the victim-survivor gives consent (or the parent/carer/guardian/ trusted person in the case of a child, and factoring in any mandatory legal reporting requirements) and it is safe to do so, refer to the appropriate jurisdiction or law enforcement agency.</p>	<p>MA 5f</p>
<p><b>Section 6 - Cooperative arrangements with non-United Nations entities or individuals</b></p>	<p>6.1 When entering into cooperative arrangements with non-United Nations entities or individuals, relevant United Nations officials shall inform those entities or individuals of the standards of conduct listed in section 3 and shall receive a written undertaking from those entities or individuals that they accept these standards.</p>	<p>c.Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct. Ways to do this include mandatory induction and regular refresher training; adding text to contracts, job descriptions and cooperative agreements; assessing partner capacity to meet expectations on PSEAH; and discussion of compliance in performance reviews and evaluations.</p>	
	<p>6.2 The failure of those entities or individuals to take preventive measures against sexual exploitation or sexual abuse, to investigate allegations thereof, or to take corrective action when sexual exploitation or sexual abuse has occurred, shall constitute grounds for termination of any cooperative arrangement with the United Nations.</p>	<p>c.Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct. Ways to do this include mandatory induction and regular refresher training; adding text to contracts, job descriptions and cooperative agreements; assessing partner capacity to meet expectations on PSEAH; and discussion of compliance in performance reviews and evaluations.</p>	
<p><b>Section 7 - Entry into force</b></p>	<p>The present bulletin shall enter into force on 15 October 2003.</p>		

CHS Alliance PSEAH Index	CAPSEAH	CAPSEAH refs
<p><b>Commitment 1: Communities and people affected by crisis receive assistance appropriate and relevant to their needs.</b></p>		
<p><b>1.2 Programmes are appropriately designed and implemented based on an impartial assessment of needs and risks and an understanding of the vulnerabilities and capacities of different groups.</b>  <b>Programmes need to be designed and implemented based on an assessment of SEAH risks and understanding of SEAH vulnerabilities of different groups.</b>  Guiding Questions:  <ul style="list-style-type: none"> <li>• How are the vulnerabilities to SEAH of different groups identified and analysed?</li> <li>• How are risks related to SEAH identified and analysed?</li> <li>• How are programme designs and implementation assessed and adapted to mitigate SEAH risks and ensure SEAH risks are not created or exacerbated?</li> </ul> Evidence:  <ul style="list-style-type: none"> <li>• <i>Context, stakeholder and vulnerability analysis.</i></li> <li>• <i>SEAH risk assessment – either as a standalone SEAH risk assessment or integration of SEAH into broader risk assessment.</i></li> <li>• <i>Procedure and associated tools to ensure programme designs respond to SEAH vulnerabilities and risks. This could include a standardised programme design template that includes this as a required section, and/or a programme design appraisal template that includes this as a required criterion.</i></li> </ul> </p>	<p>P3. Tailor PSEAH approaches to the context and ensure the approaches are inclusive and victim-survivor centred. Consult people and communities, particularly vulnerable groups. Build on and strengthen existing community and national mechanisms when assessing SEAH risk and designing PSEAH approaches. Embed and prioritise the rights, safety, needs, wellbeing and dignity of victim-survivors and their communities.  MA 3a Consult local people and communities. Collaborate with, listen to, and use the knowledge of local people whose situation makes them most vulnerable to SEAH, and prioritise the rights, safety, needs, wellbeing and dignity of victim-survivors and their communities.  MA 4b Understand, reduce and manage the risk of SEAH. Assess and monitor SEAH risks regularly based on an understanding of the local delivery context or working environment and the specific vulnerabilities and needs of affected groups. Use targeted training and awareness raising, e.g. on power imbalance and PSEAH awareness, to mitigate risk of poor conduct. Use assessments to take actions which are revisited on a regular basis with evidence of how changes to programs and operations are being implemented.</p>	<p>P3 MA3a, 4b</p>
<p><b>Commitment 2: Communities and people affected by crisis have access to the humanitarian assistance they need at the right time</b></p>		
<p><b>2.1 Programmes are designed taking into account constraints so that the proposed action is realistic and safe for communities.</b>  <b>Programmes need to take into account organisational and contextual constraints so that the proposed action is safe in relation to PSEAH for communities.</b>  Guiding Questions:  <ul style="list-style-type: none"> <li>• How are organisational and contextual constraints relating to PSEAH identified and analysed?</li> <li>• How are programme designs adapted to safeguard affected people from SEAH?</li> </ul> Evidence:  <ul style="list-style-type: none"> <li>• SEAH risk assessment – either as a standalone SEAH risk assessment or integration of SEAH into broader risk assessment.</li> <li>• Documented procedure and associated tools to ensure programme designs respond to SEAH risks. This could include a standardised programme design template that includes SEAH risk as a required section, and/or a programme design appraisal template that includes SEAH risk as a required criterion.</li> </ul> </p>	<p>MA 3b. Empower local communities. Engage with civil society, including women's and human rights groups and national human rights institutions, to ensure those who come into contact with projects/programmes and operations know what standards of SEAH-related behaviour are expected, how to report, what happens if they report, their rights and what support is available to them. Do so in a way which takes account of local context, cultures, and is accessible to as many people as possible.  MA 4b. Understand, reduce and manage the risk of SEAH. Assess and monitor SEAH risks regularly based on an understanding of the local delivery context or working environment and the specific vulnerabilities and needs of affected groups. Use targeted training and awareness raising, e.g. on power imbalance and PSEAH awareness, to mitigate risk of poor conduct. Use assessments to take actions which are revisited on a regular basis with evidence of how changes to programs and operations are being implemented.  MA 4c. Engage affected communities in the design of mechanisms to prevent and report SEAH. Ensure people at high risk of SEAH, affected communities and others in contact with projects/programmes can raise the SEAH risks they face and help design prevention and risk mitigation strategies. Understand and support wider efforts to tackle gender equality, gender-based violence, and other power imbalances which enable SEAH to happen in a specific context.</p>	<p>MA3b, 4b, 4c</p>
<p><b>Commitment 3: Communities and people affected by crisis are not negatively affected and are more prepared, resilient and less at risk as a result of humanitarian action.</b></p>		
<p><b>3.6 Programmes identify and act upon potential or actual unintended negative effects in a timely and systematic manner, including in the areas of people's safety, security, dignity and rights, sexual exploitation and abuse by staff, culture, gender, social and political relationships, livelihoods, the local economy, and the environment.</b>  <b>Programmes need to identify and act upon potential or actual unintended negative effects relating to SEAH.</b>  Guiding Questions:  <ul style="list-style-type: none"> <li>• Do project assessments, context and stakeholder analyses include potential risks of SEAH?</li> <li>• How do you continually monitor and identify potential or actual unintended negative effects of SEAH?</li> <li>• If negative effects relating to SEAH are identified, how are they acted upon in a timely and systematic manner?  i.e. <ul style="list-style-type: none"> <li>o How do you adapt the programme design?</li> <li>o How do you provide assistance to SEAH survivor/victims?</li> <li>o How do you respond where a staff member is the perpetrator?</li> </ul> </li> </ul> Evidence:  <ul style="list-style-type: none"> <li>• Continual monitoring and risk assessments – as a mechanism to identify, assess and mitigate potential SEAH on an ongoing basis.</li> <li>• Whistleblowing Policy – as a mechanism to detect actual and potential SEAH.</li> <li>• PSEAH focal points – as a mechanism to monitor and respond to SEAH risks and incidents.</li> <li>• SEAH awareness raising among affected people – as a means to mitigating SEAH.</li> <li>• PSEAH training for staff – as a means to mitigating SEAH.</li> </ul> </p>	<p>MA 3a. Consult local people and communities. Collaborate with, listen to, and use the knowledge of local people whose situation makes them most vulnerable to SEAH, and victim-survivors where possible, when designing PSEAH approaches, projects/programmes and reporting mechanisms.  MA 5a. Establish, test, and encourage the use of safe and accessible mechanisms for receiving complaints and detecting concerns relating to personnel, operations and project/programmes. Participate in community-based complaint mechanisms. Use surveys to seek feedback and track reporting levels to test if mechanisms are trusted and used. Having few reports does not necessarily mean few cases. Stay alert to SEAH risk and culture even in the absence of reports.  MA 6b. Monitor and evaluate the implementation and impact of PSEAH policies and approaches. Use feedback tools and surveys to check how well staff, implementing partners, and communities understand how to prevent and respond to SEAH and if perceptions/levels of risk are improving; use aggregate non-identifiable data to track case numbers to evaluate if reporting mechanisms are working; look for trends to see if there is a need to increase prevention for particular geographies or groups (e.g. children or people with disabilities).</p>	<p>MA3a, 5a, 6b</p>



<p>3.7 Policies, strategies and guidance are designed to prevent programmes having any negative effects such as, for example, exploitation, abuse or discrimination by staff against communities and people affected by crisis, and to strengthen local capacities. The organisation needs to have documented policy, strategies and guidance in place to prevent SEAH.</p> <p>Guiding Questions:</p> <ul style="list-style-type: none"> <li>• Do you have a policy that covers PSEAH?</li> <li>• Do you have documented guidance and a workplan to support the implementation of this policy?</li> <li>• Do you have strategies to prevent and address SEAH including a Code of Conduct, information campaigns, complaints mechanisms, and whistleblowing policy?</li> <li>• How is implementation of the policy and workplan monitored and assessed?</li> <li>• Do you have an Online Safeguarding policy? (for organisations that interact with affected populations online, or convene online groups (for example supporting young activists to form social media groups)?)</li> </ul> <p>Evidence:</p> <ul style="list-style-type: none"> <li>• PSEAH Policy or integration of PSEAH into broader safeguarding policy or equivalent</li> <li>• PSEAH implementation workplan</li> <li>• Whistleblowing or non-retaliation policy (or equivalent that protects staff and others disclosing misconduct and ensures non-retaliation)</li> <li>• Code of Conduct</li> <li>• Complaints Mechanism</li> <li>• SEAH Risk Assessment</li> <li>• SEAH Investigations Procedures</li> <li>• Survivor support / provision of assistance policy/guidance.</li> </ul>	<p>MA 1. POLICIES: Set, communicate, uphold and implement clear PSEAH policies.</p> <p>a. Set, resource, implement and adhere to a PSEAH policy/strategy aligned to these common principles, minimum actions and the standards that underpin them. Some organisations may have an overarching PSEAH strategy, while others may prefer separate policies for SEA (to guide external operations and project/programmes) and SH (to guide internal staff conduct).</p> <p>b. Ensure PSEAH principles and standards of behaviour are embedded in codes of conduct with clear prohibition of SEAH. Create or update a code of conduct to align with such action if required.</p> <p>c. Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct. Ways to do this include mandatory induction and regular refresher training; adding text to contracts, job descriptions and cooperative agreements; assessing partner capacity to meet expectations on PSEAH; and discussion of compliance in performance reviews and evaluations.</p>	<p>MA 1-c</p>
<p>3.8 Systems are in place to safeguard any personal information collected from communities and people affected by crisis that could put them at risk. The organisation needs to have systems in place to safeguard personal information relating to SEAH incidents that could put affected people at risk.</p> <p>Guiding Questions:</p> <ul style="list-style-type: none"> <li>• Do you have a policy and guidance to ensure the safeguarding of sensitive personal information related to SEAH incidents?</li> <li>• What systems do you have to ensure the security of sensitive personal information related to SEAH incidents?</li> <li>• What systems do you have to ensure delegated oversight and confidentiality requirements for staff managing SEAH incidents?</li> <li>• Do you have a policy or guidance which relates to gathering personal information for the purpose of communications materials, research etc., which covers: <ul style="list-style-type: none"> <li>o informed consent for use of images and information gathered</li> <li>o guidance on including sensitive information such as if an individual is a survivor of GBV or SEAH.</li> </ul> </li> </ul> <p>Evidence:</p> <ul style="list-style-type: none"> <li>• Data Protection Policy</li> <li>• Documented data protection protocols e.g. locked filing cabinets, password protected and delegated access to electronic data storage.</li> <li>• Delegated authority for overseeing SEAH investigations</li> </ul>	<p>P6. Respect confidentiality and protect against retaliation. Ensure reports can be made safely and confidentially. All those involved in an allegation should be protected against retaliation, have their confidentiality and dignity respected and receive appropriate support. This includes victim-survivors, complainants, witnesses, whistle-blowers, and the subject(s) of complaint.</p> <p>MA 5d. Take a victim-survivor centred approach to reports and investigations. Respond to and investigate cases in a timely, fair, confidential, safe and sensitive manner which is centred on the safety, agency, informed consent, dignity, needs and rights of victims-survivors.</p>	<p>P6 MA 5d</p>
<p><b>Commitment 4: Communities and people affected by crisis know their rights and entitlements, have access to information and participate in decisions that affect them</b></p>		
<p>4.1. Information is provided to communities and people affected by crisis about the organisation, the principles it adheres to, the expected behaviours of staff, and its programmes and deliverables. Information provided to communities needs to cover the organisation's commitment and expected staff behaviours in relation to PSEAH.</p> <p>Guiding Questions:</p> <ul style="list-style-type: none"> <li>• How is information on the organisation's commitments and expected staff behaviour related to PSEAH communicated to affected people and made public?</li> <li>• How is this contextualised and shared in accessible and appropriate ways?</li> <li>• How do you monitor that this information is understood by affected people?</li> </ul> <p>Evidence:</p> <ul style="list-style-type: none"> <li>• Documented procedure that ensures systematic sharing of information with affected people through variety of forums and mediums to ensure access to all.</li> <li>• code of conduct which includes expected staff behaviours.</li> <li>• Posters or brochures that communicate expected behaviours to affected people in appropriate language and formats</li> </ul>	<p>MA 1b. Ensure PSEAH principles and standards of behaviour are embedded in codes of conduct with clear prohibition of SEAH.</p> <p>MA 3b. Empower local communities. Engage with civil society, including women's and human rights groups and national human rights institutions, to ensure those who come into contact with projects/programmes and operations know what standards of SEAH-related behaviour are expected, how to report, what happens if they report, their rights and what support is available to them. Do so in a way which takes account of local context, cultures, and is accessible to as many people as possible.</p> <p>MA 6b. Monitor and evaluate the implementation and impact of PSEAH policies and approaches. Use feedback tools and surveys to check how well staff, implementing partners, and communities understand how to prevent and respond to SEAH and if perceptions/levels of risk are improving; use aggregate non-identifiable data to track case numbers to evaluate if reporting mechanisms are working; look for trends to see if there is a need to increase prevention for particular geographies or groups (e.g. children or people with disabilities).</p>	<p>MA1b, 3b, 6b,</p>
<p>4.5. Policies for information sharing are in place, and promote a culture of open communication. The organisation needs to have an information sharing policy that addresses PSEAH.</p> <p>Guiding Questions:</p> <ul style="list-style-type: none"> <li>• How does your information sharing policy or guidance address information relating to PSEAH?</li> <li>• How is implementation of this policy monitored and assessed?</li> </ul> <p>Evidence:</p> <ul style="list-style-type: none"> <li>• Information Sharing Policy or equivalent</li> </ul>	<p>MA 3c. Collaborate and coordinate with partners and peers, and seek out learning and best practice to strengthen and align PSEAH approaches. Participate in PSEAH networks and coordination efforts, and use resources to make PSEAH approaches effective, building where possible on existing structures to be accountable to affected populations and prevent and respond to gender-based violence.</p> <p>MA 6c. Participate in joint efforts to strengthen and align PSEAH approaches. Publish and share data, information and learning on SEAH in a way that protects confidentiality, to help build the evidence base on PSEAH, knowledge of what works, and track global progress on PSEAH.</p>	<p>MA3c, 6c</p>

<p><b>Commitment 5: Communities and people affected by crisis have access to safe and responsive mechanisms to handle complaints</b></p>		
<p><b>5.1. Communities and people affected by crisis are consulted on the a. design, b. implementation, and c. monitoring of complaints handling processes.</b>  <b>Communities and affected people need to be consulted on how the complaints handling process will accommodate SEAH.</b>  Guiding Questions:  • How are affected people consulted in the design, implementation and monitoring of complaints handling processes that specifically accommodate SEAH reports?  • How are the preferences, particularly those related to accessibility, safety and confidentiality, of different groups taken into account in the design of complaints handling processes that specifically accommodate SEAH reports?  Evidence:  • Guidance document on establishing complaints mechanisms  • Evidence of consultations with affected people.  • Interviews with staff that demonstrates they have consulted with affected people  • Discussions with affected people that demonstrates they have been consulted and their views have been incorporated into the design, implementation and monitoring of complaints handling processes.</p>	<p>MA 3a. Consult local people and communities. Collaborate with, listen to, and use the knowledge of local people whose situation makes them most vulnerable to SEAH, and victim-survivors where possible, when designing PSEAH approaches, projects/programmes and reporting mechanisms.</p> <p>MA 4c. Engage affected communities in the design of mechanisms to prevent and report SEAH. Ensure people at high risk of SEAH, affected communities and others in contact with projects/programmes can raise the SEAH risks they face and help design prevention and risk mitigation strategies. Understand and support wider efforts to tackle gender equality, gender-based violence, and other power imbalances which enable SEAH to happen in a specific context.</p> <p>MA 5a. Establish, test, and encourage the use of safe and accessible mechanisms for receiving complaints and detecting concerns relating to personnel, operations and project/programmes. Participate in community-based complaint mechanisms. Use surveys to seek feedback and track reporting levels to test if mechanisms are trusted and used. Having few reports does not necessarily mean few cases. Stay alert to SEAH risk and culture even in the absence of reports.</p>	<p>MS 3a, 4c, 5a</p>
<p><b>5.2. Complaints are welcomed and accepted, and it is communicated how the mechanism can be accessed and the scope of issues it can address.</b>  <b>Complaints handling mechanism needs to welcome and accept reports relating to SEAH, and communities need to know how and what to report.</b>  Guiding Questions:  • How do you create a culture where complaints/reports of SEAH are welcomed and accepted?  • How do you explain how complaints can be made, on what issues, how responses are given, what complainants can expect when raising a complaint and how they are protected throughout the process?  • Are awareness raising materials for complaints mechanisms in relation to SEAH adapted in local languages and made accessible to different groups?  Evidence:  • Documented complaints, reporting and investigations system/procedure.  • Evidence of consultations with affected people.  • Posters/information about complaints mechanisms visible in public areas of communities or project sites.</p>	<p>Principle 2. Zero tolerance for inaction. This means: zero tolerance for acts of SEAH; zero tolerance for inaction to prevent, report or respond to SEAH; and zero tolerance for retaliation against victim-survivors or whistleblowers. It does not mean having zero cases of SEAH being reported. Reporting is strongly encouraged and should not be penalised.</p> <p>Principle 4. Embed SEAH prevention as part of working culture. Always act with integrity and help create and maintain an environment which prevents, reports and responds to SEAH. Leaders and managers at all levels have particular responsibility to resource, develop, implement and support PSEAH systems to proactively identify, monitor and address SEAH risks and reports.</p> <p>Principle 5a. Knowledge, concerns or suspicions of SEAH by HDP personnel, whether in the same organisation or not, must be reported in line with organisational policies, guidance and reporting mechanisms.</p> <p>MA 5. RESPONSE: Encourage reporting, accountability and a victim-survivor centred approach.</p>	<p>P2, P4, P5a MA 5</p>
<p><b>5.3. Complaints are managed in a timely, fair and appropriate manner.</b>  <b>Complaints handling mechanisms prioritises the safety of the complainant and those affected at all stages.</b>  <b>Complaints or reports relating to SEAH need to be managed in a timely, fair, appropriate and safe manner.</b>  Guiding Questions:  • How do your complaints handling mechanisms prioritise the safety of the complainant or victim/survivor and those affected at all stages?  • Does the organisation have written guidance on the provision of survivor support/victim assistance that is victim/survivor-centred? How is it contextualised for different country contexts and all levels of the organisation (e.g. global to programme and local)?  • What are the timeframes to investigate and resolve SEAH complaints/reports, and are these documented?  • Are SEAH complaints/reports investigated immediately by staff with relevant competencies at an appropriate level of authority and expertise (e.g. trained investigators)? How is the complainant or victim/survivor supported and kept fully informed (within the parameters of confidentiality) throughout the process?  • How do you know whether complainants and potential users of the mechanisms feel their SEAH complaints have been or would be handled in a fair, appropriate and safe way?  • How does your organisation ensure the implementation of its non-retaliation policy?  Evidence:  • Documented Complaints Handling policy, procedures and guidelines which covers SEAH specifically and outlines:  o reporting and investigations system/procedures including timeframes  o commitment to victim/survivor-centred approach  o procedures for the provision of support/assistance for victims/survivors.  • Victim/Survivor support policy which is victim/survivor-centred, rights-based, age, disability and gender sensitive, non discriminatory and culturally appropriate.</p>	<p>Principle 3. Tailor PSEAH approaches to the context and ensure the approaches are inclusive and victim-survivor centred.</p> <p>Principle 5b. Assistance and investigations should prioritise the rights, safety, needs, wellbeing and dignity of victim-survivors. Help victim-survivors who report an incident to access support, regardless of whether they participate in an investigation.</p> <p>Principle 6. Respect confidentiality and protect against retaliation. Ensure reports can be made safely and confidentially. All those involved in an allegation should be protected against retaliation, have their confidentiality and dignity respected and receive appropriate support. This includes victim-survivors, complainants, witnesses, whistle-blowers, and the subject(s) of complaint.</p> <p>MA 5b. Help personnel to know what to do if they experience, witness or suspect SEAH. Develop and implement guidance and training so that personnel know how to identify SEAH, and what to do if they receive a report about, become aware of, experience or witness SEAH or SH.</p> <p>MA 5c. Help victim-survivors who report to access support. Ensure that they have the support and means to access, safely and confidentially, quality response services including medical, psychosocial, and legal assistance. Victim-survivors have a right to this support whether they choose to participate in an investigation or not.</p> <p>MA 5d. Take a victim-survivor centred approach to reports and investigations. Respond to and investigate cases in a timely, fair, confidential, safe and sensitive manner which is centred on the safety, agency, informed consent, dignity, needs and rights of victims-survivors.</p>	<p>P3, P5b, P6 MA5b, MA5c, MA5d</p>

<p><b>5.4. The complaints-handling process for communities and people affected by crisis is documented and in place. The process covers programming, sexual exploitation and abuse, and other abuses of power.</b>  <b>The organisation needs to have a documented complaints-handling and investigations process that addresses SEAH, is victim/survivor-centred, and sets out mandatory reporting obligations relating to SEAH.</b></p> <p>Guiding Questions:</p> <ul style="list-style-type: none"> <li>• How does your Complaints Handling policy or documented process address SEAH?</li> <li>• How does your documented investigation procedure address SEAH?</li> <li>• What are the mandatory reporting obligations relating to SEAH and where are these documented?</li> <li>• Is the complaints handling process monitored and reviewed on a regular basis?</li> <li>• How do you ensure the organisation understands and meets its mandatory reporting obligations for SEAH in its head office country and other countries of operation including legal, statutory and donor requirements and risks in different contexts?</li> </ul> <p>Evidence:</p> <ul style="list-style-type: none"> <li>• Documented Complaints Handling policy, procedures and guidelines which covers SEAH specifically and includes the investigations process.</li> <li>• Trained SEAH investigators are available to the organisation at all levels (e.g. internal investigators, arrangements with third party investigative bodies)</li> </ul>	<p>P5a. a. Knowledge, concerns or suspicions of SEAH by HDP personnel, whether in the same organisation or not, must be reported in line with organisational policies, guidance and reporting mechanisms.</p> <p>MA 3b. Empower local communities. Engage with civil society, including women's and human rights groups and national human rights institutions, to ensure those who come into contact with projects/programmes and operations know what standards of SEAH-related behaviour are expected, how to report, what happens if they report, their rights and what support is available to them. Do so in a way which takes account of local context, cultures, and is accessible to as many people as possible.</p> <p>MA 5a. Establish, test, and encourage the use of safe and accessible mechanisms for receiving complaints and detecting concerns relating to personnel, operations and project/programmes. Participate in community-based complaint mechanisms. Use surveys to seek feedback and track reporting levels to test if mechanisms are trusted and used. Having few reports does not necessarily mean few cases. Stay alert to SEAH risk and culture even in the absence of reports.</p> <p>MA 5b. Help personnel to know what to do if they experience, witness or suspect SEAH. Develop and implement guidance and training so that personnel know how to identify SEAH, and what to do if they receive a report about, become aware of, experience or witness SEA or SH.</p>	<p>P5a MA 3b, 5a, 5b</p>
<p><b>5.5. An organisational culture in which complaints are taken seriously and acted upon according to defined policies and processes has been established.</b>  <b>The organisation needs to have an organisational culture that takes SEAH complaints seriously and acts upon them according to its PSEAH Policy and processes.</b></p> <p>Guiding Questions:</p> <ul style="list-style-type: none"> <li>• What does the leadership in your organisation do to promote an organisational culture in which SEAH complaints are taken seriously?</li> <li>• Do you have a dedicated PSEAH/Safeguarding focal point responsible for implementation of PSEAH policy and processes?</li> <li>• How is responsibility for PSEAH assigned to the organisation's governance structure?</li> <li>• Do you have mandatory reporting of SEAH incidents (with confidential information removed) to the organisation's senior management and governing body and as required to donors and statutory bodies?</li> <li>• Do substantiated SEAH complaints result in either disciplinary action or contractual consequences consistent with the allegation?</li> <li>• Does your enterprise level risk management framework include SEAH risks?</li> <li>• What policies or guidance set out staff obligations to report incidents or suspicions of SEAH or other abuses of power by others, including colleagues, partner staff etc?</li> <li>• Are staff (or third party investigative bodies) designated, trained and resourced to investigate SEAH complaints in line with legal standards, local laws and best practice?</li> </ul> <p>Evidence:</p> <ul style="list-style-type: none"> <li>• PSEAH Focal person</li> <li>• SEAH Investigators</li> <li>• Delegated authorities with responsibility for oversight of SEAH incidents</li> <li>• Records showing SEAH incident resolution</li> <li>• SEAH incident reporting to the organisation's governing body or equivalent</li> <li>• Posters/information about complaints mechanisms visible in public areas of offices and at project sites.</li> </ul>	<p>P2. Zero tolerance for inaction. This means: zero tolerance for acts of SEAH; zero tolerance for inaction to prevent, report or respond to SEAH; and zero tolerance for retaliation against victim-survivors or whistleblowers. It does not mean having zero cases of SEAH being reported. Reporting is strongly encouraged and should not be penalised.</p> <p>P4. Embed SEAH prevention as part of working culture. Always act with integrity and help create and maintain an environment which prevents, reports and responds to SEAH. Leaders and managers at all levels have particular responsibility to resource, develop, implement and support PSEAH systems to proactively identify, monitor and address SEAH risks and reports.</p> <p>P5a. Knowledge, concerns or suspicions of SEAH by HDP personnel, whether in the same organisation or not, must be reported in line with organisational policies, guidance and reporting mechanisms.</p> <p>MA2a. a. Leaders need to show clear and visible commitment to zero tolerance for inaction on SEAH. Ways of doing this include appointing a senior PSEAH Champion, regularly highlighting the importance of taking action to prevent and respond to SEAH to staff and peers, training to recognise and address power imbalances, and fostering an inclusive and respectful working culture and environment where personnel and communities feel able to raise concerns.</p> <p>MA 5a. Leaders should set out and incentivise clear responsibilities on PSEAH. Include specific responsibilities on PSEAH in relevant job descriptions and performance objectives, including those of senior managers. Monitor delivery of PSEAH objectives in performance appraisals.</p>	<p>P2, P4, P5a MA2a, 5a</p>
<p><b>5.6. Communities and people affected by crisis are fully aware of the expected behaviour of humanitarian staff, including organisational commitments made on the prevention of sexual exploitation and abuse.</b>  <b>The organisation needs to ensure that affected people are fully aware of the expected behaviour of staff in regards to PSEAH, and organisational PSEAH commitments.</b></p> <p>Guiding Questions:</p> <ul style="list-style-type: none"> <li>• How do you ensure staff appropriately contextualise and share information with communities, about the expected standards of staff behaviour and commitments on PSEAH? Do you have guidance on this?</li> <li>• How do you monitor and assess that affected people understand the expected behaviours of staff in regards to PSEAH, and organisational PSEAH commitments?</li> <li>• How do you ensure affected people know how the organisation will handle sensitive information, maintain confidentiality and provide support to them in regards to SEAH complaint?</li> </ul> <p>Evidence:</p> <ul style="list-style-type: none"> <li>• Evidence of consultations with affected people.</li> <li>• Posters or information outlining expected staff behaviours and organisational commitments to PSEAH visible in public areas of communities or project sites</li> <li>• Discussion with affected people which demonstrates their understanding of expected behaviour of humanitarian staff, including organisational commitments made on the prevention of sexual exploitation and abuse.</li> </ul>	<p>MA 3b. Empower local communities. Engage with civil society, including women's and human rights groups and national human rights institutions, to ensure those who come into contact with projects/programmes and operations know what standards of SEAH-related behaviour are expected, how to report, what happens if they report, their rights and what support is available to them. Do so in a way which takes account of local context, cultures, and is accessible to as many people as possible.</p>	<p>MA 3b</p>
<p><b>5.7. Complaints that do not fall within the scope of the organisation are referred to a relevant party in a manner consistent with good practice.</b>  <b>The organisation needs to refer SEAH complaints/reports that do not fall within the scope of the organisation to a relevant party in a manner consistent with good practice.</b></p> <p>Guiding Questions:</p> <ul style="list-style-type: none"> <li>• Do you have a documented referral system for SEAH complaints/reports?</li> <li>• What other relevant organisations and services do you refer to that are safe and appropriate for different profiles of SEAH victims/survivors?</li> <li>• Do you have organisational and country specific rules and processes of mandatory reporting including on how and when staff should liaise with appropriate authorities in cases of criminal activity or where international law is broken, including incidents of SEAH?</li> </ul> <p>Evidence:</p> <ul style="list-style-type: none"> <li>• Documented referral system</li> <li>• Distribution of referral system to relevant staff</li> <li>• Interviews with staff which demonstrates their knowledge of this requirement and of other relevant organisations and services.</li> </ul>	<p>MA 5a. a. Establish, test, and encourage the use of safe and accessible mechanisms for receiving complaints and detecting concerns relating to personnel, operations and project/programmes. Participate in community-based complaint mechanisms. Use surveys to seek feedback and track reporting levels to test if mechanisms are trusted and used. Having few reports does not necessarily mean few cases. Stay alert to SEAH risk and culture even in the absence of reports.</p> <p>MA 6c. Participate in joint efforts to strengthen and align PSEAH approaches. Publish and share data, information and learning on SEAH in a way that protects confidentiality, to help build the evidence base on PSEAH, knowledge of what works, and track global progress on PSEAH.</p>	<p>MA 5a, 6c</p>

<b>Commitment 6: Communities and people affected by crisis receive coordinated, complementary assistance</b>		
<p><b>6.1 The roles, responsibilities, capacities and interests of different stakeholders are identified. The roles, responsibilities and capacities of partners and other stakeholders to prevent SEAH need to be identified.</b></p> <p>Guiding Questions:</p> <ul style="list-style-type: none"> <li>• How do due diligence or partner capacity assessment processes assess your partners' PSEAH systems and capacity?</li> <li>• How do you ensure that your organisation and partner organisations understand SEAH mandatory reporting obligations, legal and contextual implications and risks for all countries of operation?</li> </ul> <p>Evidence:</p> <ul style="list-style-type: none"> <li>• Due diligence processes and templates that address SEAH</li> <li>• Partner capacity assessment processes and templates that address SEAH.</li> </ul>	<p>MA 1c. Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct. Ways to do this include mandatory induction and regular refresher training; adding text to contracts, job descriptions and cooperative agreements; assessing partner capacity to meet expectations on PSEAH; and discussion of compliance in performance reviews and evaluations.</p> <p>MA 2d. Leaders should set out and incentivise clear responsibilities on PSEAH. Include specific responsibilities on PSEAH in relevant job descriptions and performance objectives, including those of senior managers. Monitor delivery of PSEAH objectives in performance appraisals.</p>	<p>MA 1c, 2d</p>
<p><b>6.4 Information is shared with partners, coordination groups and other relevant actors through appropriate communication channels. Information relating to PSEAH needs to be shared with partners, coordination groups and other relevant actors.</b></p> <p>Guiding Questions:</p> <ul style="list-style-type: none"> <li>• How do you ensure coordination and sharing of information on PSEAH with partners, coordination groups and other actors?</li> <li>• Do you coordinate in joint screening and field-level joint reporting mechanisms regarding PSEAH?</li> <li>• Does your organisation participate in inter-agency SEAH misconduct data sharing?</li> </ul> <p>Evidence:</p> <ul style="list-style-type: none"> <li>• Membership in coordination bodies and networks relating to PSEAH or safeguarding.</li> <li>• Minutes of coordination meetings.</li> </ul>	<p>MA 3c. Collaborate and coordinate with partners and peers, and seek out learning and best practice to strengthen and align PSEAH approaches. Participate in PSEAH networks and coordination efforts, and use resources to make PSEAH approaches effective, building where possible on existing structures to be accountable to affected populations and prevent and respond to gender-based violence.</p> <p>MA 6c. Participate in joint efforts to strengthen and align PSEAH approaches. Publish and share data, information and learning on SEAH in a way that protects confidentiality, to help build the evidence base on PSEAH, knowledge of what works, and track global progress on PSEAH.</p>	<p>MA 3c, 6c</p>
<p><b>6.6 Work with partners is governed by clear and consistent agreements that respect each partners mandate, obligations and independence, and recognises their respective constraints and commitments. The organisation needs to have clear and consistent agreements with its partners specifically addressing PSEAH obligations.</b></p> <p>Guiding Questions:</p> <ul style="list-style-type: none"> <li>• How do you address PSEAH obligations in written agreements with partners?</li> <li>• How is partner compliance with PSEAH obligations monitored?</li> </ul> <p>Evidence:</p> <ul style="list-style-type: none"> <li>• Partner agreement template and/or examples of signed partner agreements.</li> </ul>	<p>MA 1c. Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct. Ways to do this include mandatory induction and regular refresher training; adding text to contracts, job descriptions and cooperative agreements; assessing partner capacity to meet expectations on PSEAH; and discussion of compliance in performance reviews and evaluations.</p>	<p>MA 1c</p>
<b>Commitment 8: Communities and people affected by crisis receive the assistance they require from competent and well-managed staff and volunteers</b>		
<p><b>8.1 Staff work according to the mandate and values of the organisation and to the agreed objectives and performance standards. Recruitment, screening and staff performance processes need to promote safeguarding from SEAH</b></p> <p>Guiding Questions:</p> <ul style="list-style-type: none"> <li>• What recruitment and screening processes do you have for personnel and consultants that promote safeguarding from SEAH?</li> <li>• Does your organisation participate in inter-agency misconduct data sharing?</li> <li>• Do staff performance appraisals include adherence to the code of conduct, completion of associated trainings and commitment to PSEAH?</li> <li>• Does your human resource policy and employment contracts clearly outline disciplinary action and termination provisions for staff misconduct, including SEAH?</li> <li>• Does your organisation have examples of terminating employment in response to substantiated cases of SEAH?</li> </ul> <p>Evidence:</p> <ul style="list-style-type: none"> <li>• Documented recruitment and screening procedures that include: <ul style="list-style-type: none"> <li>o Job advertisements that reference the organisation's commitment to PSEAH</li> <li>o Police or criminal history checks (where possible and safe)</li> <li>o Review of inter-agency misconduct data, where possible</li> <li>o Targeted interview questions relating to PSEAH</li> <li>o Written and verbal referee checks including targeted questions related to PSEAH.</li> </ul> </li> <li>• Human Resources Policy</li> <li>• Employment Contracts</li> </ul>	<p>P 1-6</p> <p>MA 1b. Ensure PSEAH principles and standards of behaviour are embedded in codes of conduct with clear prohibition of SEAH. Create or update a code of conduct to align with such action if required.</p> <p>MA 1c. Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct. Ways to do this include mandatory induction and regular refresher training; adding text to contracts, job descriptions and cooperative agreements; assessing partner capacity to meet expectations on PSEAH; and discussion of compliance in performance reviews and evaluations.</p> <p>MA 2d. Leaders should set out and incentivise clear responsibilities on PSEAH. Include specific responsibilities on PSEAH in relevant job descriptions and performance objectives, including those of senior managers. Monitor delivery of PSEAH objectives in performance appraisals.</p> <p>MA 4d. Use relevant vetting schemes and recruitment processes to prevent the hiring of perpetrators of SEAH. E.g. Conduct pre-employment checks such as references and use tools like the Misconduct Disclosure Scheme, and (for the UN) Clearcheck.</p>	<p>P1-6 MA 1b, 1c, 2d, 4d</p>

<p><b>8.2. Staff adhere to the policies that are relevant to them and understand the consequences of not adhering to them. Staff need to adhere to PSEAH policies, including mandatory obligation to report and understand the consequences of not adhering to them.</b></p> <p>Guiding Questions:</p> <ul style="list-style-type: none"> <li>• How do you ensure that all staff at different levels and in different locations, receive induction and refresher training on PSEAH policies and reporting obligations and the consequences of not adhering to them?</li> <li>• Do staff contracts include reference to sanctions for failing to adhere to PSEAH policies and the code of conduct?</li> </ul> <p>Evidence:</p> <ul style="list-style-type: none"> <li>• Induction process that includes orientation to PSEAH policy, complaints handling policy, whistleblowing policy and code of conduct and associated procedures.</li> </ul>	<p>MA 1b. Ensure PSEAH principles and standards of behaviour are embedded in codes of conduct with clear prohibition of SEAH. Create or update a code of conduct to align with such action if required.</p> <p>MA 1c. Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct. Ways to do this include mandatory induction and regular refresher training; adding text to contracts, job descriptions and cooperative agreements; assessing partner capacity to meet expectations on PSEAH; and discussion of compliance in performance reviews and evaluations.</p>	<p>MA 1b, 1c</p>
<p><b>8.7. A code of conduct is in place that establishes, at a minimum, the obligation of staff not to exploit, abuse or otherwise discriminate against people. The organisation needs to have a code of conduct that includes the obligation of staff and associated individuals and entities, not to sexually exploit, abuse or harass people and to comply with reporting obligations.</b></p> <p>Guiding Questions:</p> <ul style="list-style-type: none"> <li>• Do you have a code of conduct that establishes the obligation of staff and associated individuals and entities not to sexually exploit, abuse or harass people and to report allegations or suspicions of SEAH?</li> <li>• How do you ensure staff understand, sign and comply with the code of conduct?</li> </ul> <p>Evidence:</p> <ul style="list-style-type: none"> <li>• Documented code of conduct that covers expected staff behaviours including the obligation of staff not to sexually exploit or abuse people to reporting obligations.</li> </ul>	<p>MA 1b. Ensure PSEAH principles and standards of behaviour are embedded in codes of conduct with clear prohibition of SEAH. Create or update a code of conduct to align with such action if required.</p>	<p>MA 1b, 1c</p>
<p><b>8.9. Policies are in place for the security and wellbeing of staff. The organisation needs to have policies in place for the safeguarding of staff to protect them from sexual exploitation, abuse and harassment, and retaliation, including a Whistleblower Protection policy.</b></p> <p>Guiding Questions:</p> <ul style="list-style-type: none"> <li>• Does your organisation have a staff safety policy that addresses the risk of SEAH to them?</li> <li>• Does your organisation have documented processes for the investigation of sexual exploitation, abuse or harassment against staff?</li> <li>• Does your organisation have a Whistleblowing Policy and how is it implemented?</li> <li>• Does your organisation undertake safety assessments for staff working in overseas contexts that includes the assessment of SEAH risk?</li> </ul> <p>Evidence:</p> <ul style="list-style-type: none"> <li>• Staff Safety Policy</li> <li>• Sexual Harassment Policy</li> <li>• SEAH Training for staff</li> <li>• Whistleblowing Policy</li> <li>• Staff safety assessments</li> </ul>	<p>MA 1a. Set, resource, implement and adhere to a PSEAH policy/strategy aligned to these common principles, minimum actions and the standards that underpin them. Some organisations may have an overarching PSEAH strategy, while others may prefer separate policies for SEA (to guide external operations and project/programmes) and SH (to guide internal staff conduct).</p>	<p>MA 1a.</p>
<p><b>Commitment 9: Communities and people affected by crisis can expect the organisations assisting them to manage resources effectively, efficiently and ethically.</b></p> <p>9.5. The risk of corruption is managed, and appropriate action is taken when corruption cases are identified. Serious misconduct needs to be taken seriously and acted upon.</p> <ul style="list-style-type: none"> <li>• What does the leadership in your organisation do to promote an organisational culture where serious misconduct is taken seriously and acted upon?</li> </ul>	<p>P4. Embed SEAH prevention as part of working culture. Always act with integrity and help create and maintain an environment which prevents, reports and responds to SEAH. Leaders and managers at all levels have particular responsibility to resource, develop, implement and support PSEAH systems to proactively identify, monitor and address SEAH risks and reports.</p> <p>MA 2a. Leaders need to show clear and visible commitment to zero tolerance for inaction on SEAH. Ways of doing this include appointing a senior PSEAH Champion, regularly highlighting the importance of taking action to prevent and respond to SEAH to staff and peers, training to recognise and address power imbalances, and fostering an inclusive and respectful working culture and environment where personnel and communities feel able to raise concerns.</p>	<p>P4 MA 2a</p>

DAC	CAPSEAH	CAPSEAH refs
<b>Preamble</b>		
<p>HAVING REGARD to the Recommendation of the Council on Gender Equality in Education, Employment and Entrepreneurship [OECD/LEGAL/0398]; the Recommendation of the Council for Development Co-operation Actors on Managing the Risk of Corruption [OECD/LEGAL/0431]; the Recommendation of the Council on Gender Equality in Public Life [OECD/LEGAL/0418]; and the DAC Recommendation on the Humanitarian-Development-Peace Nexus [OECD/LEGAL/5019];</p>		
<p>HAVING REGARD to the DAC Tidewater Joint Statement on Combatting Sexual Exploitation and Abuse in the Development and Humanitarian Sectors and the Whistler Declaration on Protection from Sexual Exploitation and Abuse in International Assistance committed to by the G7 Development Ministers;</p>		
<p>HAVING REGARD to the Commitments made by donors to tackle sexual exploitation and abuse and sexual harassment in the international aid sector at the 2018 London Safeguarding Summit;</p>	<p>Part 1 - London 2018 Commitments referenced in list of existing SEAH policies</p>	
<p>HAVING REGARD to the foundation provided by international instruments on various aspects of gender equality and human rights, notably the principles embodied in the Universal Declaration of Human Rights and relevant provisions of International Humanitarian Law, including the Geneva Conventions and protocols thereto; the International Covenant on Civil and Political Rights; the International Covenant on Economic, Social and Cultural Rights; the United Nations (UN) Convention on the Rights of the Child; the UN Convention on the Elimination of all forms of Discrimination against Women; the UN Declaration on the Elimination of Violence against Women (A/RES/48/104); the UN Comprehensive Strategy on Assistance and Support to Victims of Sexual Exploitation and Abuse by UN Staff and Related Personnel (A/RES/62/214); the UN Protocol on Allegations of Sexual Exploitation and Abuse involving Implementing Partners; the 2018 UN General Assembly Resolution on Intensification of efforts to prevent and eliminate all forms of violence against women and girls: sexual harassment (A/RES/73/148); and the Council of Europe Convention on preventing and combating violence against women and domestic violence;</p>	<p>Practical Guidance - policies/international references these commitments and situates SEAH as human rights issue, and provides overarching authoritative framework globally for all who are signed up to the various instruments.</p>	
<p>HAVING REGARD to relevant political commitments made within the UN context, including the 2030 Agenda for Sustainable Development; the 1994 Programme of Action of the International Conference on Population and Development; the 1995 Beijing Declaration and Platform for Action of the Fourth UN World Conference on Women and the outcome documents of their review conferences;</p>	<p>Part 1 - ref to 2030 Agenda for Sustainable Development</p>	
<p>RECOGNISING that sexual exploitation and abuse (SEA) and sexual harassment (SH) are unacceptable and in defiance of applicable international standards and international law and that SEA and SH constitute unacceptable behaviour that has lasting, traumatic and deleterious impacts on individuals and communities and, where perpetrated by aid providers and their partners, call into question the integrity of the international aid community and the credibility of aid itself;</p>	<p>Part 1 - 'SEAH stands for 'sexual exploitation, abuse and harassment'. All three are unacceptable abuses of power. SEAH is rooted in power imbalances and often linked to inequality, notably gender inequality'. Part 2 - Principle 1 - 'Acts of SEAH are an abuse of power and undermine the integrity and impact of HDP work'</p>	
<p>RECOGNISING that SEA and SH risk undermining global efforts to achieve the 2030 Agenda for Sustainable Development, in particular Sustainable Development Goal (SDG) 5, "Achieve gender equality and empower all women and girls";</p>	<p>Part 1 - ref to 2030 Agenda for Sustainable Development, gender equality, GBV and recognises that 'Acts of SEAH undermine the integrity and impact of HDP Work'</p>	
<p>RECOGNISING that the risk of SEA and SH increases when donors and their partners fail to set organisational cultures and norms that prevent SEA and SH or act to proactively manage and mitigate risk, including exacerbated risks that arise when operating in contexts of fragile, conflict-affected environments where power imbalances and gender inequality may more easily persist;</p>	<p>Part 1 - Everyone working in humanitarian, development or peace settings needs to actively manage the risk that people linked to their work could abuse their power and sexually exploit, abuse or harass others, or be victims. Many incidents go unreported or undetected. Having no reports of cases in an organisation, project etc is unlikely to mean there haven't been any incidents or they won't occur in the future. The risk of SEAH is made worse by factors such as climate change, instability and conflict which increase the need for HDP assistance and the vulnerability of people and communities.</p>	

<p>RECOGNISING that donors and their partners need to strengthen coordination and coherence in preventing and responding to incidences of SEA and SH, building a strong donor platform to lead cultural organisational change and accountability; respond to victims and survivors and tackle impunity; strengthen capacity across the aid sector; recognise the critical role of women's rights organisations and women-led organisations in preventing and responding to violence against women and girls, and the need to ensure their central role in international and local efforts to prevent and respond to SEA and SH; and align around applicable international standards to reduce the likelihood and impact of SEA and SH perpetrated through actors delivering international aid;</p>	<p>Part 1 - CAPSEAH is a guide to help all people and organisations working in humanitarian, development and peace (HDP) settings take action and align efforts to protect people from Sexual Exploitation, Abuse and Harassment (SEAH). CAPSEAH aims to.... Amplify existing standards as the basis for a stronger multi-stakeholder approach....provide a basis for ....Collective action, partnerships and collaboration [and]...Multistakeholder dialogue ... and Improved capability and capacity for work on PSEAH including for non-experts' Part 3 - Communication- speaks to empowering local communities and particularly women's rights and human rights groups.</p>	
<p>RECOGNISING the UN efforts to prevent and respond to SEA and SH, including the UN Secretary General's Report on Special Measures for Protection from Sexual Exploitation and Sexual Abuse: A new approach (2017); the UN Secretary General's Bulletins: Special Measures for protection sexual exploitation and sexual abuse (2003), Prohibition of discrimination, harassment, including sexual harassment, and abuse of authority (2008), and Protection against retaliation for reporting misconduct and for cooperating with duly authorized audits and investigation (2017); UN Security Council Resolutions on Women, Peace and Security, including Resolution 1325 (2000) and subsequent resolutions up to and including Resolution 2242 (2015); Model Policy on Sexual Harassment (2018); as well as the important work done by the UN Special Coordinator on improving the UN response to SEA, the UN Victim's Rights Advocate, the UN Trust Fund for victims of SEA, the Voluntary Compact between the UN Secretary General and individual Member States, the Circle of Leadership on the Prevention of and Response to sexual exploitation and abuse in United Nations operations, the Civil Society Advisory Board on prevention of sexual exploitation and abuse, and the Grand Bargain's Agenda for Humanity (2016); and the Charter on Inclusion of Persons with Disabilities in Humanitarian Action (2016);</p>	<p>Part 1 list of policies and practical guidance. DAC Ref to SGB 2003 includes IASC principles which align to CAPSEAH principles.</p>	
<p>RECOGNISING the Inter-Agency Standing Committee's Principles and Minimum Operating Standards on Prevention of Sexual Exploitation and Abuse (MOS-PSEA), and the Core Humanitarian Standard on Quality and Accountability (CHS), as essential international standards;</p>	<p>Part 1 - list of policies and Parts 2 (Principles map to IASC principles) and Parts 3 (MOS/CHS key actions in the minimum actions)</p>	
<p>RECOGNISING the importance of integrating a survivor- and victim-centred approach into PSEA and SH policies, in line with four guiding principles of: (i) safety; (ii) confidentiality; (iii) respect; and (iv) non-discrimination described in the UN Comprehensive Strategy on Assistance and Support to Victims of Sexual Exploitation and Abuse by UN Staff and Related Personnel (A/RES/62/214), as well as that child survivors require particular attention to ensure their safety, protection, and well-being;</p>	<p>CAPSEAH principle 3 and Minimum action 5. Detail (e.g. on children) under Practical Guidance.</p>	
<p>RECOGNISING that SEA and SH are deeply rooted in structural inequality, especially gender inequality, that give rise to gender-based violence, among other forms of violence, and discrimination;</p>	<p>Part 1 - SEAH is rooted in power imbalances and often linked to inequality, notably gender inequality. Victim-survivors of SEAH usually have less power or are more marginalised than the perpetrators for various reasons. .... Gender-Based Violence (GBV) refers to any harmful act that occurs against a person's will and where their gender is a contributing factor. GBV covers a range of abuses, including physical, sexual, psychological, and economic violence, and can happen anywhere. While both sexual GBV and SEAH involve harmful acts of a sexual nature, SEAH refers to acts committed by people delivering humanitarian, development or peace work.</p>	
<p>RECOGNISING that SEA and SH can constitute a violation or abuse of human rights, and thus the promotion, protection, and respect of human rights must be at the core of preventing and combatting SEA and SH. Ensuring a human-rights based approach that does no harm in development co-operation and humanitarian assistance is fundamental. <b>Particular attention is needed for vulnerable groups, including women and children, and those most at risk of discrimination</b> on the basis of, for example, disability, gender identity and sexual orientation, race, ethnicity, age or religion;</p>	<p>Human Rights - practical guidance. Vulnerable groups - Part 1 - vision, principle 3, Action 3a and practical guidance.</p>	
<p>I.AGREES that for the purpose of the present Recommendation, the following definitions are used:</p>		
<p>a. International development agency (also referred to as donor) refers to government line ministries or other public or private agencies entrusted with the responsibility of disbursing public funds that are accounted for as Official Development Assistance (ODA).</p>		

<p>b. Implementing partners refers to government's line ministries or other public agencies, as well as partners of international development agencies such as developing countries' governments, public bodies including local authorities, non-governmental and civil-society organisations, trade unions, multilateral development and humanitarian organisations, and suppliers of goods and services involved in implementing aid projects or programmes or private-sector organisations recipient of aid funds.</p>		
<p>II. AGREES that the purpose of this DAC Recommendation is to provide a comprehensive framework that can support, guide, incentivise, and help DAC and non-DAC members having adhered to it (hereafter the "Adherents") in their capacity as donors, cross-government and international community stakeholders to implement more comprehensive, coherent and aligned measures, consistent with applicable international standards and taking into account national laws, to prevent and respond to SEA and SH in their activities in the disbursement and/or management of aid. This includes putting survivors and victims first, supporting organisational cultural change, building capacity, strengthening accountability, and bolstering the integrity of the international aid sector.</p>	<p>CAPSEAH vision (Part 1) has similar aims.</p>	
<b>Recommendations</b>		
<p>III. RECOMMENDS that Adherents set up or revise their development co-operation and humanitarian assistance systems to strengthen SEA and SH prevention and response, manage risk, and support and protect survivors and victims. Adherents should take measures to ensure that these systems are implemented by their international development agencies and implementing partners in all of their activities in the disbursement and/or management of aid, based on adequate resources. In setting up or revising these systems, and as appropriate to relevant mandates, roles and responsibilities, Adherents should:</p>	<p>General aim of CAPSEAH and Minimum actions, including point on own action and those of implementing partners (minimum actions 1 a and 1c) and focus on risk in minimum action 4.</p>	
<p><b>1. Develop policies and professional conduct standards and seek to foster organisational change and leadership on SEA and SH in the provision of international aid. To this effect, Adherents should, as appropriate:</b></p>	<p><b>1. POLICIES: Set, communicate, uphold and implement clear PSEAH policies.</b></p>	
<p><b>a. Foster improved organisational culture and norms through effective value-based leadership and guidance on goals, values, behaviours, and expectations related to SEA and SH prevention and response, including the promotion of inclusive, non-discriminatory, gender-balanced work environments and opportunities, including by encouraging the recruitment and career development of women in senior leadership and throughout organisations.</b></p>	<p>Principle 4 (Embed SEAH prevention as part of working culture)  Minimum action 2 (leadership: Prioritise a culture of zero tolerance for inaction)  2a. Leaders need to show clear and visible commitment to zero tolerance for inaction on SEAH. Ways of doing this include appointing a senior PSEAH Champion, regularly highlighting the importance of taking action to prevent and respond to SEAH to staff and peers, training to recognise and address power imbalances, and fostering an inclusive and respectful working culture and environment where personnel and communities feel able to raise concerns.  Practical guidance has point on recruitment of women ('Foster, inclusive, non-discriminatory and gender-balanced work environments and opportunities, including through policies and practices that address issues of diversity, including gender diversity, and through the recruitment and career development of women in senior leadership positions').</p>	<p>P4 MA2, MA2a</p>
<p><b>b. Ensure sustained senior-level engagement and leadership commitments to shift or sustain positive organisational culture and norms in relation to SEA and SH prevention and response, through regular senior-level discussions on how these issues are addressed, and also ensure dedicated organisational capacity to support and coordinate work on SEA and SH, recognising the links to broader human rights and commitments to gender equality.</b></p>	<p>Principle 4 (Embed SEAH prevention as part of working culture - Leaders and managers at all levels have particular responsibility to resource, develop, implement and support PSEAH systems to proactively identify, monitor and address SEAH risks and reports).  Minimum action 2 (Leadership)  Minimum action 2a: Leaders need to show clear and visible commitment to zero tolerance for inaction on SEAH. Ways of doing this include appointing a senior PSEAH Champion, regularly highlighting the importance of taking action to prevent and respond to SEAH to staff and peers, training to recognise and address power imbalances, and fostering an inclusive and respectful working culture and environment where personnel and communities feel able to raise concerns.  Minimum action 2b: Leaders should allocate sufficient resources to prevent and respond to SEAH. Adequate human, technical and financial resources are needed to implement PSEAH policies, both within core business and specific pieces of work (projects/programmes etc). Put in place dedicated central PSEAH staff with overall responsibility for the development and implementation of PSEAH policies and activities, as well as networks of trained PSEAH champions or focal points.  Minimum action 4c (Engage affected communities in the design of mechanisms to prevent and report SEAH.... Understand and support wider efforts to tackle gender equality, gender-based violence, and other power imbalances which enable SEAH to happen in a specific context).</p>	<p>P4 MA2 MA2a MA2b</p>



<p>c. Develop policies, strategies, and work plans for SEA and SH prevention and response that are effectively implemented; set goals and standards; demonstrate a coherent approach; and support implementation of related work streams. In these policies, Adherents should make it clear that failure to respond appropriately to incidents of SEA and SH will not be tolerated, while prevention and response should be based on a survivor and victim-centred approach that aims to do no harm.</p>	<p>Principle 2 - zero tolerance Principle 3 - 'ensure [PSEAH] approaches are inclusive and victim-survivor centred'. Minimum actions 1 (policies), 2 (leadership), 4c (Prevention - engage affected communities), 5c&amp;d (Response - help victims access support, take a VCA to reports and investigations)</p>	<p>P2 P3 MA1 MA2 MA4c</p>
<p>d. Develop Codes of Conduct or Ethical Standards providing explicit standards and regulations to prevent and combat SEA and SH, ensuring they are publicly available and conveyed to staff and senior management consistently throughout key employment cycle moments (including recruitment and disciplinary processes), in preparation for and during missions, in performance management structures, and within leadership values. Such codes of conduct and ethical standards should be shared with implementing partners and actively communicated in relevant languages and formats to local communities where relevant.</p>	<p>All principles Minimum action 1a-c.</p>	<p>All principles MA1a-c.</p>
<p>e. Develop reporting and response protocols, with clear guidelines for staff on when and to whom to report, and how to respond in a confidential, survivor- and victim-centred and ethically-sensitive manner. Staff should be aware of the obligation to report SEA and SH incidents, with a set time frame for response and follow-up mechanisms, and know that a policy for protection from retaliation is in place, recognising that improved accountability mechanisms may lead to more reporting of SEA and SH incidents.</p>	<p>Principle 2 - particularly '[zero tolerance] does not mean having zero cases of SEAH being reported' and 'reporting is strongly encouraged and should not be penalised' Principle 5 (particularly 5a - Knowledge, concerns or suspicions of SEAH by HDP personnel, whether in the same organisation or not, must be reported in line with organisational policies, guidance and reporting mechanisms) Principle 6 (Respect Confidentiality and protect against retaliation) Minimum action 5 b - Help personnel to know what to do if they experience, witness or suspect SEAH. Develop and implement guidance and training so that personnel know how to identify SEAH, and what to do if they receive a report about, become aware of, experience or witness SEA or SH.</p>	<p>P2 P5a P6 MA5b</p>
<p>f. Include standards, procedures, requirements, and/or binding commitments in all cooperative agreements and funding instruments (for example, contracts, grants, memoranda of understanding) alongside remedies for breaches and reporting requirements.</p>	<p>Minimum action 1c - Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct. Ways to do this include mandatory induction and regular refresher training; adding text to contracts, job descriptions and cooperative agreements; assessing partner capacity to meet expectations on PSEAH; and discussion of compliance in performance reviews and evaluations</p>	<p>MA1c</p>
<p><b>2. Develop or support survivor- and victim-centred response and support mechanisms. These mechanisms should:</b></p>		
<p>a. Provide for a survivor- and victim-centred approach to SEA and SH prevention and response, where survivors and victims' experiences, rights, needs, and wants are at the centre of reporting, investigative, and response systems, and to ensure donors and implementing partners respond in a timely manner and support and protect survivors and victims throughout the process. This approach should take special consideration of vulnerable groups, including women and children, as well as people most at risk of discrimination on the basis of, for example, disability, gender identity and sexual orientation, race, ethnicity, age or religion. A survivor- and victim-centred approach should be grounded in respect for human rights, as well as respect, confidentiality, safety, and non-discrimination.</p>	<p>Principle 3 - Tailor PSEAH approaches to the context and ensure the approaches are inclusive and victim-survivor centred. Consult people and communities, particularly vulnerable groups. Build on and strengthen existing community and national mechanisms when assessing SEAH risk and designing PSEAH approaches. Embed and prioritise the rights, safety, needs, wellbeing and dignity of victim-survivors and their communities. Principle 5b - Assistance and investigations should prioritise the rights, safety, needs, wellbeing and dignity of victim-survivors. Help victim-survivors who report an incident to access support, regardless of whether they participate in an investigation. Minimum action 3a - a. Consult local people and communities. Collaborate with, listen to, and use the knowledge of local people whose situation makes them most vulnerable to SEAH, and victim-survivors where possible, when designing PSEAH approaches, projects/programmes and reporting mechanisms. Minimum action 5- Encourage reporting, accountability and a victim-survivor centred approach. 5c. Help victim-survivors who report to access support. Ensure that they have the support and means to access, safely and confidentially, quality response services including medical, psychosocial, and legal assistance. Victim-survivors have a right to this support whether they choose to participate in an investigation or not. 5d. Take a victim-survivor centred approach to reports and investigations. Respond to and investigate cases in a timely, fair, confidential, safe and sensitive manner which is centred on the safety, agency, informed consent, dignity, needs and rights of victims-survivors.</p>	<p>P3 P5b MA3a MA5 - MA5c, MA5d</p>

<p>b.Include a variety of effective, clear, and simple survivor- and victim-centred complaints mechanisms that are available to all community members, with clear requirements and guidance on when and how the mechanisms might be used, and ensure appropriate linkages to and support for the provision of survivors' and victims' assistance. Complaints mechanisms, including community-based mechanisms, should be developed and implemented, adapted to specific local and cultural contexts, and used in co-operation with local leadership, and with authorities where safe and appropriate, and to the maximum extent practicable, be jointly supported.</p>	<p>Principle 3 - Tailor PSEAH approaches to the context and ensure the approaches are inclusive and victim-survivor centred. Consult people and communities, particularly vulnerable groups. Build on and strengthen existing community and national mechanisms when assessing SEAH risk and designing PSEAH approaches. Embed and prioritise the rights, safety, needs, wellbeing and dignity of victim-survivors and their communities. Minimum action 3a: Consult local people and communities. Collaborate with, listen to, and use the knowledge of local people whose situation makes them most vulnerable to SEAH, and victim-survivors where possible, when designing PSEAH approaches, projects/programmes and reporting mechanisms. Minimum action 3b: Empower local communities. Engage with civil society, including women's and human rights groups and national human rights institutions, to ensure those who come into contact with projects/programmes and operations know what standards of SEAH-related behaviour are expected, how to report, what happens if they report, their rights and what support is available to them. Do so in a way which takes account of local context, cultures, and is accessible to as many people as possible. Minimum action 5 a - Establish, test, and encourage the use of safe and accessible mechanisms for receiving complaints and detecting concerns relating to personnel, operations and project/programmes. Participate in community-based complaint mechanisms. Use surveys to seek feedback and track reporting levels to test if mechanisms are trusted and used. Having few reports does not necessarily mean few cases. Stay alert to SEAH risk and culture even in the absence of reports.</p>	<p>P3 MA3a, MA3b MA5a</p>
<p>c.Provide integrated and safe response and protection for those who report SEA and SH, including survivors and victims, in collaboration with relevant stakeholders such as: the United Nations; Civil Society Organisations (CSOs) and local women's organisations; local and national governments where safe and appropriate; and public bodies including local authorities. Adherents should develop guidance and minimum standards for survivors' and victims' assistance, redress, and support, including by mapping out key stakeholders and service providers for referrals, and by seeking to provide required financing support that is jointly supported to the maximum extent practicable.</p>	<p>Principle 5b - Assistance and investigations should prioritise the rights, safety, needs, wellbeing and dignity of victim-survivors. Help victim-survivors who report an incident to access support, regardless of whether they participate in an investigation. Minimum action 2c: Leaders should regularly assess and monitor the implementation and impact of efforts to prevent and respond to SEAH. Case numbers, SEAH risk assessments, surveys, staff discussions and training completion rates, and routine monitoring can all help to track PSEAH culture and capability. Minimum action 5 b.Help personnel to know what to do if they experience, witness or suspect SEAH. Develop and implement guidance and training so that personnel know how to identify SEAH, and what to do if they receive a report about, become aware of, experience or witness SEA or SH. c. Help victim-survivors who report to access support. Ensure that they have the support and means to access, safely and confidentially, quality response services including medical, psychosocial, and legal assistance. Victim-survivors have a right to this support whether they choose to participate in an investigation or not. d.Take a victim-survivor centred approach to reports and investigations. Respond to and investigate cases in a timely, fair, confidential, safe and sensitive manner which is centred on the safety, agency, informed consent, dignity, needs and rights of victims-survivors.</p>	<p>P5b MA2c MA5b, c, d</p>
<p>d.Seek to strengthen existing local services and networks and coordination with gender-based violence and child-protection services, also to address violence against girls, where appropriate. A survivor- and victim-centred approach should be integrated into broader efforts to strengthen responses to gender-based violence and SEA and SH at the local level, including strengthening the rule of law and access to justice. Efforts should aim to improve the quality and availability of referral services and protection mechanisms to minimise the risks of survivor and victim stigmatisation.</p>	<p>Principle 3 - Build on and strengthen existing community and national mechanisms when assessing SEAH risk and designing PSEAH approaches. Minimum action 4c - Understand and support wider efforts to tackle gender equality, gender-based violence, and other power imbalances which enable SEAH to happen in a specific context. Practical guidance: Communication 'Work together to identify, reinforce and improve existing complaints channels, and ensure that robust inter-agency community-based complaints mechanisms (CBCMs) are in place, to ensure swift referral of complaints to the proper organisation and swift referral of victim-survivors through existing referral pathways', and 'Collaborate closely with GBV and Child Protection sectors/clusters to ensure swift referral of survivors through existing referral pathways'.</p>	<p>P3 MA4c</p>
<p><b>3. Establish organisational reporting and response systems and procedures for the prevention of SEA and SH. These systems and procedures should include:</b></p>		
<p>a.Internal complaint and investigation procedures that are context-specific and survivor- and victim-centred, and that include established functions and mechanisms to handle incidents and allegations for donors and implementing partners. Adherents should explore independent mechanisms as appropriate, noting that alleged perpetrators also have privacy rights.</p>	<p>Principle 6 - Respect confidentiality and protect against retaliation. Ensure reports can be made safely and confidentially. All those involved in an allegation should be protected against retaliation, have their confidentiality and dignity respected and receive appropriate support. This includes victim-survivors, complainants, witnesses, whistle-blowers, and the subject(s) of complaint. Minimum action 5b - Help personnel to know what to do if they experience, witness or suspect SEAH. Develop and implement guidance and training so that personnel know how to identify SEAH, and what to do if they receive a report about, become aware of, experience or witness SEA or SH.</p>	<p>P6 MA5b</p>

<p>b. Easy, safe, accessible, context-sensitive, culturally appropriate reporting and complaint mechanisms that are confidential and anonymous through which affected individuals and communities can report incidents, and which are coordinated to ensure consistency in response efforts. These could include independent whistleblowing mechanisms available to staff, partners, aid recipients, and their families and communities, as well as other stakeholders, involving local and national governments where safe and appropriate, and in accordance with their national legal and institutional frameworks.</p>	<p>Principle 6 - Respect confidentiality and protect against retaliation. Ensure reports can be made safely and confidentially. All those involved in an allegation should be protected against retaliation, have their confidentiality and dignity respected and receive appropriate support. This includes victim-survivors, complainants, witnesses, whistle-blowers, and the subject(s) of complaint.</p> <p>Minimum action 5</p> <p>a. Establish, test, and encourage the use of safe and accessible mechanisms for receiving complaints and detecting concerns relating to personnel, operations and project/programmes. Participate in community-based complaint mechanisms. Use surveys to seek feedback and track reporting levels to test if mechanisms are trusted and used. Having few reports does not necessarily mean few cases. Stay alert to SEAH risk and culture even in the absence of reports.</p> <p>b. Help personnel to know what to do if they experience, witness or suspect SEAH. Develop and implement guidance and training so that personnel know how to identify SEAH, and what to do if they receive a report about, become aware of, experience or witness SEA or SH.</p>	<p>P6 MA5a,b</p>
<p>c. Protection from retaliation for those affected or who report, including whistleblowers, by having a policy for protection from retaliation in place.</p>	<p>Principle 2 - Zero tolerance for inaction. This means: zero tolerance for acts of SEAH; zero tolerance for inaction to prevent, report or respond to SEAH; and <i>zero tolerance for retaliation against victim-survivors or whistleblowers</i>. It does not mean having zero cases of SEAH being reported. Reporting is strongly encouraged and should not be penalised.</p> <p>Principle 6 - Respect confidentiality and protect against retaliation. Ensure reports can be made safely and confidentially. All those involved in an allegation should be protected against retaliation, have their confidentiality and dignity respected and receive appropriate support. This includes victim-survivors, complainants, witnesses, whistle-blowers, and the subject(s) of complaint.</p> <p>Minimum 1a requires actors to 'Set, resource, implement and adhere to a PSEAH policy/strategy which incorporates [the above] principles,</p>	<p>P2 P6 MA1a</p>
<p>d. Support for local capacity, rule of law, access to justice, and increased accountability, through development co-operation and humanitarian assistance, depending on the local context.</p>	<p>5f. Consider legal accountability. When cases may meet the definition of a criminal or civil offence, if the victim-survivor gives consent (or the parent/carer/guardian/ trusted person in the case of a child, and factoring in any mandatory legal reporting requirements) and it is safe to do so, refer to the appropriate jurisdiction or law enforcement agency.</p> <p>Further detail in Practical guidance: Policies and Response sections</p>	<p>MA5f</p>
<p>e. Strengthened transparent reporting and investigation mechanisms and procedures to ensure internal and external accountability, support prevention, and improve access to information, taking into consideration the safety, wants, needs, and rights of survivors and victims with regard to information-sharing, confidentiality, consent, and risk assessment, for the protection of the survivor and victim and with the aim of preventing future incidents.</p>	<p>Minimum action 2c: Leaders should regularly assess and monitor the implementation and impact of efforts to prevent and respond to SEAH. Case numbers, SEAH risk assessments, surveys, staff discussions and training completion rates, and routine monitoring can all help to track PSEAH culture and capability.</p> <p>Minimum action 6. MONITORING: check if efforts to protect against SEAH are working</p> <p>a. Learn and improve from experience, including where things have gone wrong. When cases occur, consider if prevention measures could be strengthened and follow up with victim-survivors to check if support can be improved.</p> <p>b. Monitor and evaluate the implementation and impact of PSEAH policies and approaches. Use feedback tools and surveys to check how well staff, implementing partners, and communities understand how to prevent and respond to SEAH and if perceptions/levels of risk are improving; use aggregate non-identifiable data to track case numbers to evaluate if reporting mechanisms are working; look for trends to see if there is a need to increase prevention for particular geographies or groups (e.g. children or people with disabilities).</p>	<p>MA2c MA6a,b</p>

<p>f.Policies and processes to ensure both mechanisms and management responsibilities to ensure accountability for staff when necessary, including dismissal, suspension, and other administrative measures. At the same time, positive incentives to promote good practice and rewards for learning and improvement should be used to foster a culture of inclusion, trust, and openness to enable accountability and transparency.</p>	<p>Principle 4: Embed SEAH prevention as part of working culture. Always act with integrity and help create and maintain an environment which prevents, reports and responds to SEAH. Leaders and managers at all levels have particular responsibility to resource, develop, implement and support PSEAH systems to proactively identify, monitor and address SEAH risks and reports.</p> <p>Principle 5c: Hold those found to have committed SEAH accountable and take appropriate action in line with relevant due process.</p> <p>Minimum action 2d: Leaders should set out and incentivise clear responsibilities on PSEAH. Include specific responsibilities on PSEAH in relevant job descriptions and performance objectives, including those of senior managers. Monitor delivery of PSEAH objectives in performance appraisals.</p> <p>Minimum 5e: Hold individuals to account. Take timely and appropriate disciplinary action against people found guilty of SEAH or who retaliate against those who report concerns or participate in investigations. Use information-sharing tools e.g. the Misconduct Disclosure Scheme to prevent perpetrators moving organisations undetected.</p>	<p>P4 P5c MA2d MA5e</p>
<p>g.Clearly communicated mechanisms to tackle impunity, and penalties for staff violations of codes of conduct.</p>	<p>Principle 5c: Hold those found to have committed SEAH accountable and take appropriate action in line with relevant due process.</p> <p>Minimum action 1b: Ensure PSEAH principles and standards of behaviour are embedded in codes of conduct with clear prohibition of SEAH. Create or update a code of conduct to align with such action if required.</p> <p>Minimum action 1c: Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct.</p> <p>Minimum action 2d: Leaders should set out and incentivise clear responsibilities on PSEAH. Include specific responsibilities on PSEAH in relevant job descriptions and performance objectives, including those of senior managers. Monitor delivery of PSEAH objectives in performance appraisals.</p> <p>Minimum action 5e.Hold individuals to account. Take timely and appropriate disciplinary action against people found guilty of SEAH or who retaliate against those who report concerns or participate in investigations. Use information-sharing tools e.g. the Misconduct Disclosure Scheme to prevent perpetrators moving organisations undetected.</p> <p>Minimum action 5f. Consider legal accountability. When cases may meet the definition of a criminal or civil offence, if the victim-survivor gives consent (or the parent/carer/guardian/ trusted person in the case of a child, and factoring in any mandatory legal reporting requirements) and it is safe to do so, refer to the appropriate jurisdiction or law enforcement agency.</p>	<p>P5c MA1b MA1c MA2d MA5e MA5f</p>
<p>h.Effective and transparent recruitment, performance management, and referral practices to prevent the hiring (e.g., re-hiring, transfer, or promotion) of perpetrators, including improved mechanisms for screening candidates' backgrounds, references, and criminal records checks for former misconduct.</p>	<p>Minimum action 4d: Use relevant vetting schemes and recruitment processes to prevent the hiring of perpetrators of SEAH. E.g. Conduct pre-employment checks such as references and use tools like the Misconduct Disclosure Scheme, and (for the UN) Clearcheck.</p>	<p>MA4d</p>
<p><b>4. Conduct training, raise awareness, and communicate on SEA and SH prevention. These measures require adequate ongoing resourcing and should include:</b></p>		
<p>a.Effective communication to raise community awareness on SEA and SH response, including the provision of information on: applicable national laws, donor agency standards, and codes of conduct; requirements and expected behaviour of donor management, staff, and implementing partners, including the private sector; and how complaint mechanisms can be used to report violations.</p>	<p>Minimum action 3b: Empower local communities. Engage with civil society, including women's and human rights groups and national human rights institutions, to ensure those who come into contact with projects/programmes and operations know what standards of SEAH-related behaviour are expected, how to report, what happens if they report, their rights and what support is available to them. Do so in a way which takes account of local context, cultures, and is accessible to as many people as possible.</p>	<p>MA3b</p>
<p>b.Regular training and capacity building for management and staff on standards, codes of conduct, mechanisms to file complaints and report misconduct, and the implications of breaching standards, including anti-retaliation policies, to ensure effective cultural change and promote a safe, confident, and mutually-respectful work environment. Training and capacity building should be linked to, or aligned with, gender equality training and capacity building. Where possible, designated focal functions for SEA and SH prevention should receive professional training.</p>	<p>Minimum action 1c: Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct. Ways to do this include mandatory induction and regular refresher training; adding text to contracts, job descriptions and cooperative agreements; assessing partner capacity to meet expectations on PSEAH; and discussion of compliance in performance reviews and evaluations.</p> <p>Minimum action 2b: Leaders should allocate sufficient resources to prevent and respond to SEAH. Adequate human, technical and financial resources are needed to implement PSEAH policies, both within core business and specific pieces of work (projects/programmes etc). Put in place dedicated central PSEAH staff with overall responsibility for the development and implementation of PSEAH policies and activities, as well as networks of trained PSEAH champions or focal points.</p>	<p>MA1c MA2b</p>

<p>c. Awareness-raising activities and educational, preventative outreach efforts or programmes with implementing partners to ensure aid recipients and local populations are aware of their rights, reporting mechanisms, and available support services. Aid beneficiaries and local populations should be consulted in the design of SEA and SH response programmes, and wider programming where appropriate, to ensure their needs are met. This could include capacity building and training of established local organisations, including women's rights organisations, and in-country SEA and SH prevention networks and mechanisms. Tools and materials should be shared between headquarters, field offices, implementing partners, and local and national governments, as well as public bodies including local authorities, where safe and appropriate; in relation to gender equality and non-discrimination, to prevent and protect against SEA and SH.</p>	<p><b>Minimum action 1c: Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct.</b> Ways to do this include mandatory induction and regular refresher training; adding text to contracts, job descriptions and cooperative agreements; assessing partner capacity to meet expectations on PSEAH; and discussion of compliance in performance reviews and evaluations.</p> <p>Minimum action 3a: Consult local people and communities. Collaborate with, listen to, and use the knowledge of local people whose situation makes them most vulnerable to SEAH, and victim-survivors where possible, when designing PSEAH approaches, projects/programmes and reporting mechanisms.</p> <p>Minimum action 4b: Understand, reduce and manage the risk of SEAH. Assess and monitor SEAH risks regularly based on an understanding of the local delivery context or working environment and the specific vulnerabilities and needs of affected groups. Use targeted training and awareness raising, e.g. on power imbalance and PSEAH awareness, to mitigate risk of poor conduct. Use assessments to take actions which are revisited on a regular basis with evidence of how changes to programs and operations are being implemented.</p> <p>Minimum action 4c: Engage affected communities in the design of mechanisms to prevent and report SEAH. Ensure people at high risk of SEAH, affected communities and others in contact with projects/programmes can raise the SEAH risks they face and help design prevention and risk mitigation strategies. Understand and support wider efforts to tackle gender equality, gender-based violence, and other power imbalances which enable SEAH to happen in a specific context.</p>	<p>MA1c MA3a MA4b MA4c</p>
<p><b>5. Ensure international coordination for SEA and SH prevention and response. To this effect, Adherents should:</b></p>		
<p>a. Coordinate internationally with donors and implementing partners to set clear standards and expectations, align existing measures to the extent possible, respond to survivors' and victims' needs, and take comprehensive action in SEA and SH prevention and response.</p>	<p>Minimum action 3: Communication 3c. Collaborate and coordinate with partners and peers, and seek out learning and best practice to strengthen and align PSEAH approaches. Participate in PSEAH networks and coordination efforts, and use resources to make PSEAH approaches effective, building where possible on existing structures to be accountable to affected populations and prevent and respond to gender-based violence.</p>	<p>MA3c</p>
<p>b. Include existing commitments by some DAC members as a policy basis for action on prevention and response, including the Core Humanitarian Standard on Quality and Accountability (CHS), the Inter-Agency Standing Committee Minimum Operating Standards (MOS-PSEA), relevant OECD and DAC Recommendations, and other relevant international commitments, including the Commitments made by donors to tackle sexual exploitation and abuse and sexual harassment in the international aid sector at the 2018 London Safeguarding Summit.</p>	<p>All referenced and included in CAPSEAH</p>	<p>All referenced and included in CAPSEAH</p>
<p>c. Ensure closer co-operation and collaboration among DAC members, implementing partners, and international and national experts on SEA and SH prevention and response; the UN, specifically the Inter-Agency Standing Committee (IASC); and the UN System Chief Executives Board for Coordination (CEB). Particular efforts should be made to align standards for survivors' and victims' support, investigation management, and reporting by implementing partners.</p>	<p><b>Overall aim of CAPSEAH to support greater multistakeholder collaboration and dialogue.</b> Minimum action 3c: Collaborate and coordinate with partners and peers, and seek out learning and best practice to strengthen and align PSEAH approaches. Participate in PSEAH networks and coordination efforts, and use resources to make PSEAH approaches effective, building where possible on existing structures to be accountable to affected populations and prevent and respond to gender-based violence. Minimum action 6c: Participate in joint efforts to strengthen and align PSEAH approaches. Publish and share data, information and learning on SEAH in a way that protects confidentiality, to help build the evidence base on PSEAH, knowledge of what works, and track global progress on PSEAH.</p>	<p>Overall aim of CAPSEAH MA3c MA6c</p>
<p>d. Support the development of measures to jointly assess the performance of multilateral organisations with regard to their approach to SEA and SH, such as those currently under development by the Multilateral Organisation Performance Assessment Network (MOPAN).</p>	<p>Minimum action 6c: <b>Participate in joint efforts to strengthen and align PSEAH approaches.</b> Publish and share data, information and learning on SEAH in a way that protects confidentiality, to help build the evidence base on PSEAH, knowledge of what works, and track global progress on PSEAH. Reference and links to MOPAN in Practical Guidance.</p>	<p>MA6c</p>

<p>e. Dedicate resources – including financial and personnel – to realise the goals of this DAC Recommendation and to ensure that implementing partners can uphold these standards.</p>	<p>Minimum action 1a - Set, resource, implement and adhere to a PSEAH policy/strategy aligned to these common principles, minimum actions and the standards that underpin them. Some organisations may have an overarching PSEAH strategy, while others may prefer separate policies for SEA (to guide external operations and project/programmes) and SH (to guide internal staff conduct).</p> <p>Minimum action 2b - Leaders should allocate sufficient resources to prevent and respond to SEAH. Adequate human, technical and financial resources are needed to implement PSEAH policies, both within core business and specific pieces of work (projects/programmes etc). Put in place dedicated central PSEAH staff with overall responsibility for the development and implementation of PSEAH policies and activities, as well as networks of trained PSEAH champions or focal points.</p> <p>Minimum action 2d - Leaders should set out and incentivise clear responsibilities on PSEAH. Include specific responsibilities on PSEAH in relevant job descriptions and performance objectives, including those of senior managers. Monitor delivery of PSEAH objectives in performance appraisals.</p>	<p>MA1a MA2b MA2d</p>
<p><b>6. Develop mechanisms for monitoring, evaluation, and reporting on SEA and SH prevention and response. To this effect, Adherents should:</b></p>		
<p>a. Establish mechanisms for monitoring and reviewing responses, support, and follow-up, such as independent progress and impact assessments, evaluations, or review mechanisms on best practices and lessons learned, and common definitions.</p>	<p>Minimum action 2c - Leaders should regularly assess and monitor the implementation and impact of efforts to prevent and respond to SEAH. Case numbers, SEAH risk assessments, surveys, staff discussions and training completion rates, and routine monitoring can all help to track PSEAH culture and capability.</p>	<p>MA2c MA6a,b,c</p>
<p>b. Improve data, including sex- and age-disaggregated data, qualitative and quantitative measures, and assessments and evaluations of agencies and partners' initiatives that ensure confidentiality for survivors, victims and vulnerable groups. These efforts could include disaggregating data to be able to use it across organisations, locations, and time to learn and detect trends that would inform gaps in all the other areas.</p>	<p>Minimum action 6: MONITORING: check if efforts to protect against SEAH are working</p> <p>a. Learn and improve from experience, including where things have gone wrong. When cases occur, consider if prevention measures could be strengthened and follow up with victim-survivors to check if support can be improved.</p> <p>b. Monitor and evaluate the implementation and impact of PSEAH policies and approaches. Use feedback tools and surveys to check how well staff, implementing partners, and communities understand how to prevent and respond to SEAH and if perceptions/levels of risk are improving; use aggregate non-identifiable data to track case numbers to evaluate if reporting mechanisms are working; look for trends to see if there is a need to increase prevention for particular geographies or groups (e.g. children or people with disabilities).</p> <p>c. Participate in joint efforts to strengthen and align PSEAH approaches. Publish and share data, information and learning on SEAH in a way that protects confidentiality, to help build the evidence base on PSEAH, knowledge of what works, and track global progress on PSEAH.</p>	<p>MA2c MA6a,b,c</p>
<p>IV. INVITES the Secretary-General to disseminate this DAC Recommendation;</p>		
<p>V. INVITES Adherents to disseminate this DAC Recommendation, particularly throughout their development, humanitarian, and peacebuilding agencies and partners, and across government;</p>	<p>DAC Rec flagged as a key resource in CAPSEAH part 1 and Practical Guidance</p>	
<p>VI. INVITES non-Adherents to take account of and adhere to this DAC Recommendation;</p>	<p>DAC Rec flagged as a key resource in CAPSEAH part 1 and Practical Guidance</p>	
<p>VII. ENCOURAGES relevant non-governmental partners, contractors, and grantees to disseminate and follow this DAC Recommendation;</p>	<p>DAC Rec flagged as a key resource in CAPSEAH part 1 and Practical Guidance</p>	
<p>VIII. INSTRUCTS the DAC Network on Gender Equality to:</p>		
<p>a. Support a multi-stakeholder forum in which Adherents, through a consultative process, share policies, best practices, and innovative approaches to SEA and SH prevention and response in order to support mutual learning and adaptation, and develop tools for the implementation of this DAC Recommendation;</p>	<p>In line with CAPSEAH anchor for dialogue ambition - the DAC Reference Group is a key fora for dialogue.</p>	
<p>b. Monitor and learn in the implementation of this DAC Recommendation, including through the existing DAC peer-review mechanism, and applicable international agreements, such as those on women, peace and security, and develop options for more frequent monitoring and review, within the first five years to enable and support lesson-learning, adaptation, and sharing of best practices to build understanding and capability;</p>	<p>Minimum action 6c: <b>Participate in joint efforts to strengthen and align PSEAH approaches.</b> Publish and share data, information and learning on SEAH in a way that protects confidentiality, to help build the evidence base on PSEAH, knowledge of what works, and track global progress on PSEAH.</p>	
<p>c. Report thereon to the DAC no later than five years following the adoption of this DAC Recommendation and at least every ten years thereafter.</p>		