PSEA and Sexual Harassment Policy

PREVENTION OF SEXUAL EXPLOITATION, ABUSE AND HARASSMENT

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1. Zero-tolerance commitment

RYO prohibits sexual exploitation and abuse (SEA) and sexual harassment (SH) in all its operations, whether committed by staff, officers, volunteers, consultants or other persons acting on RYO's behalf. Suspected violations receive prompt, fair and survivor-centred attention. SEA and SH are serious misconduct and may lead to termination and referral to authorities.

2. Definitions

Sexual exploitation is actual or attempted abuse of vulnerability, differential power or trust for sexual purposes. Sexual abuse is actual or threatened sexual intrusion under force, coercion or unequal conditions. Sexual harassment is unwelcome sexual conduct that undermines dignity or creates an intimidating, hostile or offensive environment. These categories may overlap.

3. Mandatory rules

Consistent with inter-agency principles, RYO requires the following:

- Sexual activity with a person under 18 is prohibited irrespective of local age of consent; mistaken belief about age is no defence.
- No exchange of money, grades, employment referrals, training, gifts, aid or services for sex or sexual favours.
- No exploitation of a beneficiary or learner; sexual relationships affected by a significant power imbalance are forbidden where they involve improper use of position.
- Staff must promptly report good-faith concerns or suspicions through the appropriate confidential mechanism.
- Managers must actively prevent SEA/SH and ensure safe reporting and training.

4. Recruitment, conduct and partner duties

Recruitment and contracting will include appropriate safeguarding checks and clauses; personnel will receive induction and refresher training. RYO will communicate prohibitions and complaint options to participants in accessible language. Vendors and partners must apply equivalent safeguards or comply with written RYO requirements.

5. Reporting and protection

Complaints may be made by survivors, witnesses or others and may be anonymous. RYO must provide more than one safe reporting route, including an option that bypasses anyone implicated. It will not retaliate against people reporting in good faith. Reports will be shared only on a need-to-know basis; anonymity cannot always be guaranteed during formal proceedings.

6. Immediate assistance and response

First protect the survivor from further harm. Offer available medical, psychosocial, safety and legal referral information without forcing a choice. Where children are involved, follow age-appropriate child-protection procedures. Assessment and investigations must be conducted by trained and impartial people with attention to due process.

7. Donor and authority notifications

RYO shall assess contractual and legal obligations to report serious incidents to the relevant donor or competent authority, with due regard to confidentiality, safety and survivor preferences. No person implicated in a complaint may control its disposition.

8. Operational readiness before publication

Appoint a PSEA Focal Point; verify confidential and independent reporting routes; map referrals; provide staff training; confirm survivor-centred recordkeeping; and communicate these mechanisms to beneficiaries. These arrangements must be operational, not merely described on the website.

Approval and implementation

This policy was approved by the Board of Directors of Rawdah Youth Organization on 02 November 2026 and is in force from that date.

Reference guidance

- UN Partner Portal - PSEA organisational policy resources: https://supportcso.unpartnerportal.org/hc/en-us/articles/12969957776023-Core-Standard-1-Organisational-Policy
- UN Partner Portal - PSEA reporting resources: https://supportcso.unpartnerportal.org/hc/en-us/articles/12970000875159-Core-Standard-5-Reporting
- IASC principles via UNHCR: https://data.unhcr.org/en/documents/details/110421