



**UNITED NATIONS
BARBADOS & EASTERN CARIBBEAN**

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STOP SEXUAL EXPLOITATION AND ABUSE



EXPLOITATION
↓
PROSECUTION
↓
IMPRISONMENT

WHAT YOU NEED TO KNOW

Sexual exploitation and abuse is a fundamental failure of protection. UN, government, NGO and CSO staff and development partners working with beneficiaries must respect human rights and always uphold the highest standards of personal and professional conduct.

WHAT IS SEXUAL EXPLOITATION AND ABUSE?

Sexual exploitation and abuse is a term that describes inappropriate sexual conduct by development workers against beneficiaries and other vulnerable people.

Sexual exploitation: Any actual or attempted abuse of those in a weaker position to obtain sexual favours in return for money, food, school, books or other commodities.

Sexual abuse: Any actual or threatened sexual violence, whether by force or under unequal or coercive conditions.

WHY DOES IT MATTER?

- Sexual exploitation and abuse violates fundamental human rights and is a betrayal of core UN values.
- It undermines the effectiveness of UN work and the trust of the most vulnerable people we are mandated to protect.
- It has serious consequences for the individuals and communities affected, causing physical, emotional, psychological and social damage.



ACTS OF SEXUAL EXPLOITATION AND ABUSE INCLUDE:

- Sexual assault
- Demanding sex in any context or making sex a condition for assistance
- Forcing someone to have sex with you or someone else
- Forcing a person to engage in prostitution or pornography
- Unwanted touching of a sexual nature.

NB! This is not an exhaustive list.

FOR ALL UN, GOVERNMENT, DEVELOPMENT, NGO AND CSO STAFF:

- If you are involved in sexual exploitation or abuse you WILL be investigated and may be prosecuted. You could also be suspended, dismissed, sent home, banned from working for the UN again or imprisoned.
- If you witness sexual exploitation or abuse by others, no matter how senior, you MUST report the misconduct to your supervisor/manager or head of office.
- If you don't, you are in breach of UN standards of conduct.



SAY SOMETHING. DON'T STAY SILENT!

WHAT TO REPORT:

- Who committed the alleged wrongdoing? (Name, title, organisation, etc).
- Was anyone else involved? Were there witnesses?
- What exactly happened?
- When and where did the incident take place?
- Give as much detail as you possibly can.

KNOW THE RULES, THERE IS NO EXCUSE!

- Always treat beneficiaries with respect and dignity.
- Sexual exploitation and abuse is prohibited for all UN and affiliated staff.
- It threatens the well-being of people we are supposed to serve and protect.
- It severely damages the reputation of the UN.

FOR ALL UN, GOVERNMENT, DEVELOPMENT, NGO AND CSO STAFF:

- You **MUST NOT** engage in any sexual activity with anyone under the age of 18 (regardless of the age of consent locally or in your home country).
- Mistaken belief as to the person's age is **NO EXCUSE**.
- You **MUST NOT** have sex with anyone in exchange for:
 - ▶ Money
 - ▶ Preferential treatment
 - ▶ Any goods or services – even if is legal in your country or host country.
- You **MUST NOT** engage in any form of sexually humiliating or degrading behaviour.