

Global Empower Mission Protection from Sexual Exploitation and Abuse (PSEA) Policy

1. Purpose and Scope

This policy outlines Global Empower Mission's (GEM) commitment to preventing and addressing all forms of sexual exploitation and abuse (SEA) involving our employees, volunteers, contractors, partners, and any other individuals engaged in GEM's operations globally. The policy applies to all GEM staff, partners, vendors, and third parties with whom we work.

2. Definitions

- **Sexual Exploitation:** Any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes. This includes profiting monetarily, socially, or politically from the sexual exploitation of another.
- **Sexual Abuse:** The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
- **Survivor/Victim:** A person who has experienced sexual exploitation or abuse.
- **Perpetrator:** A person who commits an act of sexual exploitation or abuse.

3. Zero Tolerance Policy

GEM maintains a zero-tolerance policy towards SEA. Any confirmed case of SEA involving GEM staff, volunteers, or partners will result in immediate disciplinary action, including termination and legal consequences as per applicable laws.

4. Responsibilities

- **Leadership:** GEM leadership is responsible for implementing and ensuring compliance with the PSEA policy, promoting an environment where SEA is not tolerated, and safeguarding the well-being of all beneficiaries and staff.
- **Staff and Volunteers:** All GEM staff, volunteers, and contractors must adhere to this policy and report any SEA concerns to their supervisors or through GEM's designated reporting mechanisms.

5. Safe Recruitment Practices

To mitigate risks, GEM will ensure:

- Systems are put in place to conduct background checks for employees, contractors, and volunteers.
- Reference checks with a focus on prior conduct related to SEA.
- Mandatory induction training that includes GEM's PSEA policy.

6. Code of Conduct

All GEM personnel must adhere to the following principles:

- **Prohibit:** Engaging in sexual activity with any person under the age of 18, regardless of the local age of consent.
- **Prohibit:** Any form of transactional sex (e.g., exchange of goods, services, or protection for sexual favors) involving vulnerable populations, especially beneficiaries.
- **Report:** Any concerns regarding SEA in a timely manner.

7. Training and Awareness

GEM is committed to:

- Providing mandatory PSEA training for all staff, volunteers, and contractors.
- Conducting regular refresher courses.
- Raising awareness among the communities GEM serves on SEA and the procedures for reporting SEA incidents.

8. Reporting Mechanism

GEM encourages the safe, confidential reporting of SEA concerns by:

- Establishing a secure, accessible, and confidential reporting system (e.g., hotline, email, online platform).
- Protecting the confidentiality of survivors and whistleblowers.
- Ensuring a survivor-centered approach where survivors are supported with access to medical care, psychosocial support, and legal advice.

9. Investigation Procedures

- All reports of SEA will be promptly and thoroughly investigated.
- Investigations will be conducted impartially and in accordance with due process.
- A dedicated team will oversee investigations to ensure integrity and survivor-centered practices.
- Disciplinary actions, including dismissal, will be applied to perpetrators of SEA following the investigation.

10. Survivor Support and Protection

GEM is committed to providing comprehensive support to survivors of SEA, including:

- Immediate medical and psychological assistance.
- Legal assistance, including supporting access to justice.
- Ensuring survivors are protected from retaliation or further harm.

11. Monitoring and Compliance

- GEM will regularly audit and review its PSEA mechanisms.
- Annual reports on PSEA incidents, lessons learned, and policy effectiveness will be made publicly available.

12. Sanctions and Disciplinary Actions

- Employees, volunteers, and contractors found to have engaged in SEA will face disciplinary actions including termination, legal prosecution, or other appropriate measures in line with the severity of the misconduct.

13. Partnerships and Contractual Obligations

All partners, contractors, and vendors engaged by GEM must agree to comply with the PSEA policy. This includes ensuring their own staff and operations adhere to standards aligned with GEM's PSEA commitment.

14. Policy Review

This policy will be reviewed annually and updated as necessary to ensure it remains relevant and in line with best practices and international standards.

Conclusion

Global Empower Mission reaffirms its dedication to upholding the highest standards of behavior to protect vulnerable populations from sexual exploitation and abuse. GEM expects all individuals affiliated with its mission to embody these principles and act with integrity.