

PREVENTION OF SEXUAL EXPLOITATION AND ABUSE BY HUMANITARIAN ACTORS

All forms of sexual exploitation and abuse by aid workers, including TGH and RCDF staff and related personnel are a gross violation of human rights and an abuse of power.

We take all cases very seriously and take all necessary measures to protect people within the frame of our activities

TGH and RCDF are committed to ensuring dignity of every one, and ensuring their staff/partners:

- ❖ Must not request sexual favors or other types of favors in exchange of benefit like money/food/ goods
- ❖ Must not act inappropriately
- ❖ Must not physically abuse children or adults
- ❖ Must not develop physical/sexual relationships with children or adults at risk

TGH and RCDF have zero tolerance for any form of sexual abuse and/or exploitation targeting beneficiaries, members of communities in which we operate, or any other vulnerable person, whether the abuse is perpetrated by our personnel or authorized representatives acting on our behalf.

WHICH TYPE OF BEHAVIORS BETWEEN STAFF AND BENEFICIARIES ARE PROHIBITED?



No one must request money, employment, goods or services for sex in exchange of assistance.



None of our staff can develop physical contact of a sexual nature, real or threatened.

This includes touching you in an inappropriate way, or demanding you to do anything that makes you feel uncomfortable.





If you are harmed, don't stay silent. Ask for help from someone you trust. You don't have to feel guilty or ashamed, it is not your fault!

You have the right to get help to make it stop and do not have to manage this on your own.

REMEMBER

Sexual activity with children (persons under 18 years of age) is strictly prohibited and may be subject to criminal prosecution and punishment, regardless of the age of majority or local age of consent. An error in the assessment of the child's age is not an admissible defense.

I HAVE BEEN A VICTIM OR HAVE WITNESSED AN INAPPROPRIATE BEHAVIOR - WHAT SHOULD I DO?



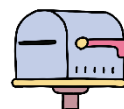
If I have internet I can write to:
stopabuse@trianglegh.org



If I have network, I can also call
PSEA Focal Point Persons:

Focal Point Person: Yangon
– 09 25243 2039

Focal Point Person: Paletwa
– 09 25243 1856



I can leave a letter/complaint
form in TGH/RCDF Box.



If the other means are not
possible, I can also report to
TGH/RCDF staff, or to a focal
person within my community.

**Reports can be anonymous, but we may require a
contact number or contact point for follow-up**

**Staff members have a duty to report any suspicion
of unacceptable behavior.**

Every report will be kept CONFIDENTIAL

**Need further information? Contact PSEA Focal
Points**

WHAT WILL HAPPEN IF I REPORT OR MAKE A COMPLAINT

❖ CONFIDENTIALITY

All reported cases will be treated confidentially.

❖ VERIFICATION OF REPORTED FACTS:

TGH/RCDF will verify the reported facts.

Depending on the seriousness of the allegations, and only if the survivor consents, TGH may refer the matter to the national police

❖ LISTENING TO AND REFERRING VICTIMS:

Particular attention will be paid to providing survivors with a space to speak in a caring manner.

Depending on the situation, the survivors will have to be referred to the appropriate and specialized structures (medical, social, legal, police services for possible complaints, etc.).

❖ DISCIPLINARY PROCEEDINGS:

An employee who engages in inappropriate conduct is liable to sanctions ranging from a written warning to termination of employment without notice or compensation.