**Reporting of allegations of sexual exploitation and abuse for humanitarian and development workers**

Humanitarian and development workers **can be disciplined – even fired – for unacceptable behaviour in relation to sex**. These are the rules they must comply with:

* Humanitarian and development workers are **not allowed to have sexual relationships with** **anyone** **under the age of 18, even if it is legal in their country.** Saying they did not know the person’s true age is not a valid excuse.

* Humanitarian and development workers are **not allowed to pay for sex with money, employment, goods or services** – including goods and services intended as aid to people in need. They must not use promises of these things to make other people accept any kind of behaviour that humiliates or exploits them. This includes paying or offering money for sex with a prostitute.

* Humanitarian and development workers have influence over who receives goods and services. This places them in a position of power in relation to people who need assistance. For that reason, **sexual relationships with any program beneficiary are not permitted**, **where there is an abuse of power**. Such relationships make humanitarian and development programs seem less honest and credible.

* If a humanitarian or development worker is **worried or suspects** that anyone in their organization or another organization may be breaking these rules on sexual conduct, they **must** report it, following **procedures** set up by their agency or organization.

* Humanitarian and development workers **must create and maintain** a work environment which prevents unacceptable sexual behaviour and encourages staff to behave as set out in their **codes of conduct. All managers** are responsible for supporting and developing systems which maintain this environment.

*If you have received information about a complaint of misconduct, or if you suspect misconduct, you must report to your organization or any PSEA Focal Point. You can also contact the PSEA Myanmar Network on* [*mmrpsea@unfpa.org*](mailto:mmrpsea@unfpa.org) *or 09405149616 (text, phone call, Viber, Whatsapp).  A complaint can be anonymous, but your contact details (e.g. phone number) may be necessary in case of follow-up.*

*All complaints will be handled with strict confidentiality; that is, we will not share the information you give us with people who don’t need to know. Moreover, all complaints will be handled with respect and non-discrimination. Complaints will be referred to respective organizations for investigation on a case-by-case basis. If needed, and if consent is granted, the Network will also refer to the focal point of the concerned agency if the survivor needs help and other services.*