

**SEXUAL HARASSMENT
&
SEXUAL EXPLOITATION
AND ABUSE**



INTRODUCTION



- UN Women works diligently to **end sexual and gender-based violence**. This work is a **fundamental pillar** of UN Women's mission.
- In line with the new approach announced by the Secretary General, UN Women endeavors to **place the right and dignity of victims at the forefront** of its response efforts.
- UN Women will continue to implement **its zero tolerance policy** and will **take all necessary actions** that are within its purview.

THE POLICY FRAMEWORK

**SEXUAL
EXPLOITATION
AND ABUSE**

**Secretary-General's Bulletin on "Special
measures for protection from sexual
exploitation and sexual abuse"
(ST/SGB/2003/13)**

**SEXUAL
HARASSMENT**

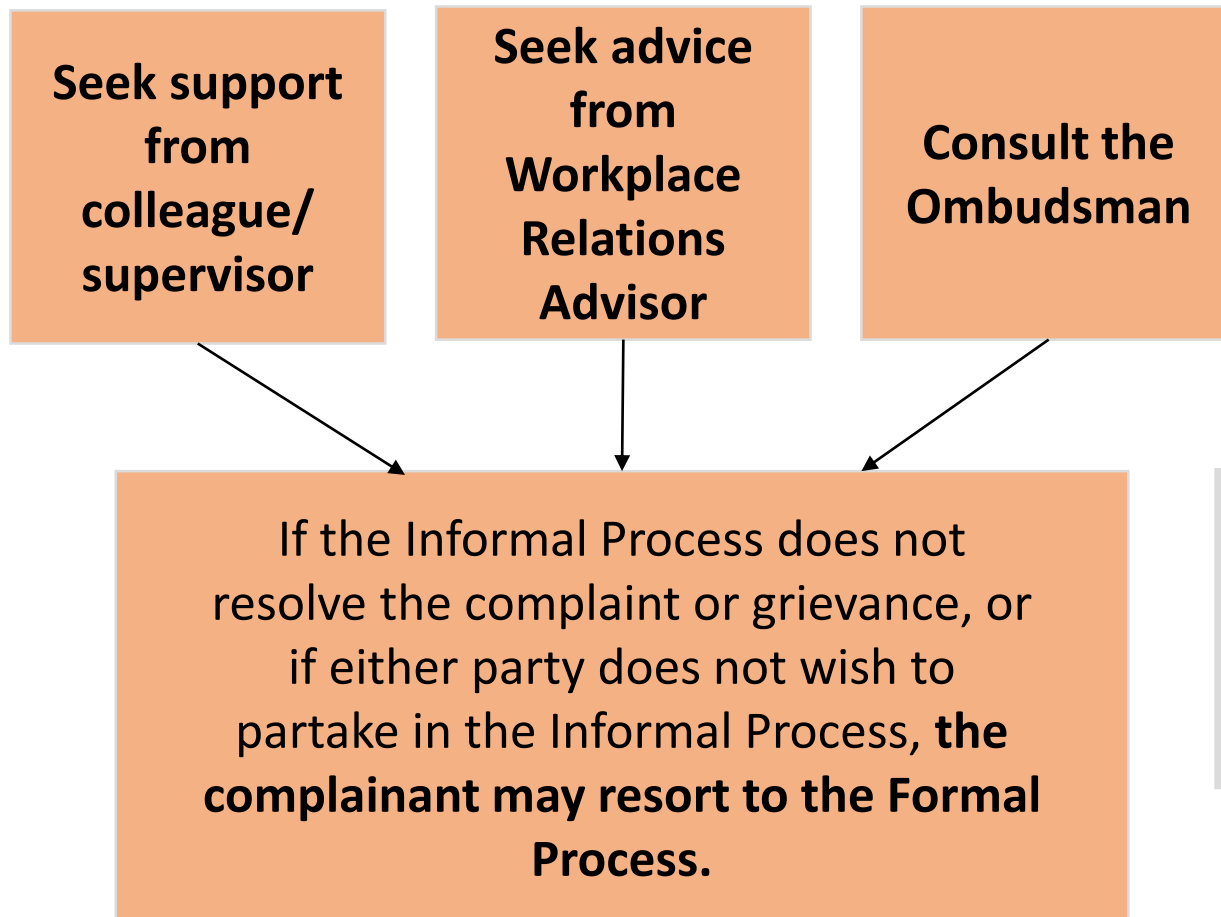
**UN Women Policy on Workplace
Harassment & Abuse of Authority.**

RETALIATION

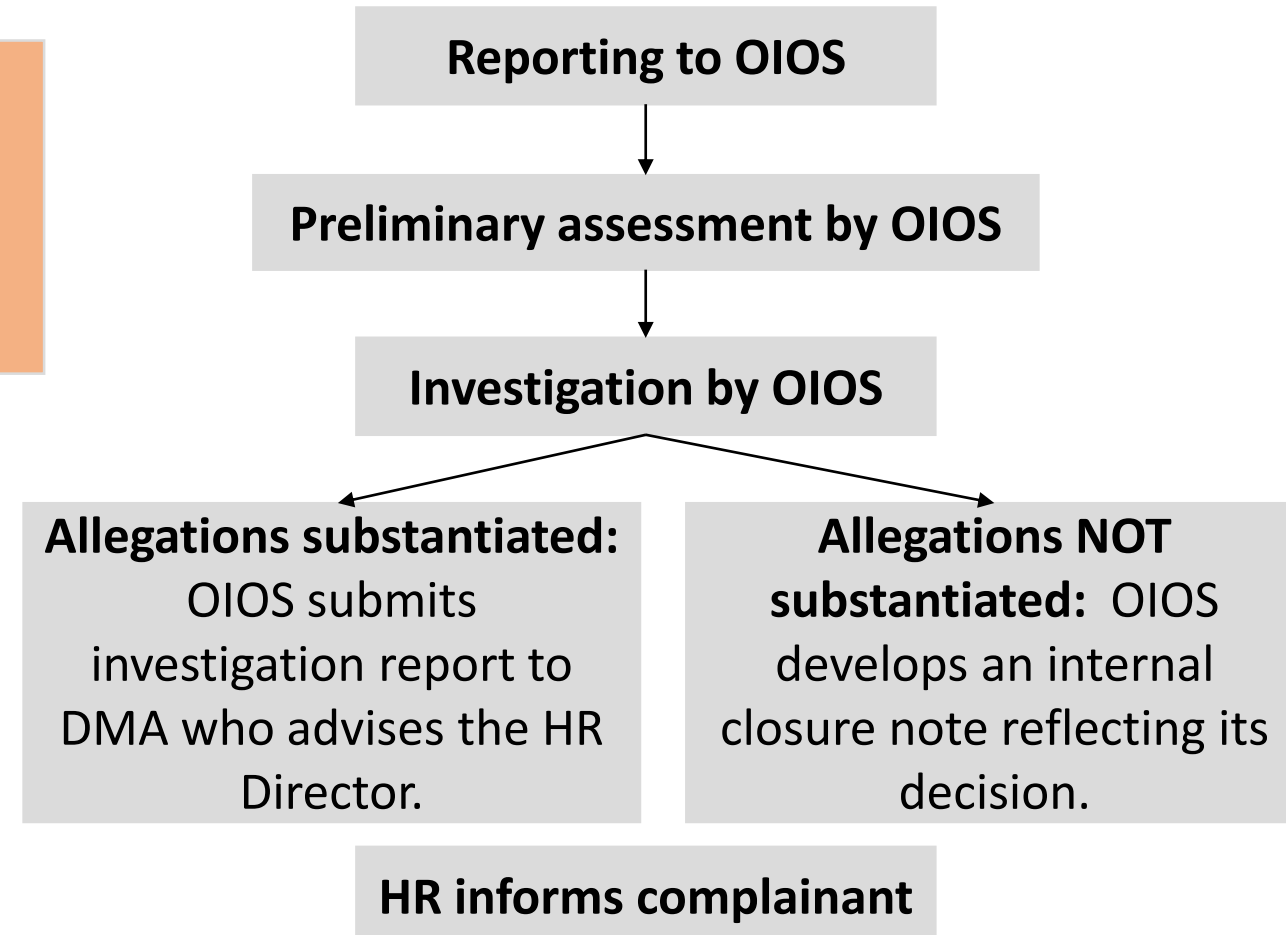
**UN Women Policy for Protection
Against Retaliation.**

THE INFORMAL AND FORMAL PROCESSES FOR REPORTING ALLEGATIONS OF SEXUAL HARASSMENT

INFORMAL PROCESS



FORMAL PROCESS



REPORTING ALLEGATIONS OF SEXUAL EXPLOITATION AND ABUSE & SEXUAL HARASSMENT - THE FORMAL PROCESS

The formal channel for reporting allegations of SEA and SHA is:

**THE OFFICE OF INTERNAL
OVERSIGHT (OIOS)**

In 2017:

One case of SEA was reported (under investigation).

No cases of SH were reported.

MEASURES UNDERTAKEN BY UN WOMEN

SEXUAL MISCONDUCT

- Regular ED's **town hall meetings on sexual misconduct**;
- February 2017: Establishment of the role of the **Workplace Relations Advisor** supporting training and internal communication on reporting on sexual misconduct;
- In 2017: 20 field offices received **training on misconduct including SEA and SH**;
- June 2018: **Handbook on policies and procedures** for SEA and SH.

SEXUAL HARASSMENT

- Active participant in the **CEB Taskforce on SH & Subgroups on Policy and Helplines**;
- December 2016 – Launched the **“Take a Stand” initiative**;
- March 2018: Appointment of the **Executive Coordinator and Spokesperson on SH and other Forms of Discrimination**;
- May 2018: Executive Coordinator launched the **“End sexual harassment” initiative**.

SEXUAL EXPLOITATION AND ABUSE

- Active participant in the **SEA Working Group**.
- Co-chair of Subgroup on a **Scoping Study on Gender and SEA**.
- January 2017: Creation of a **network of focal points on SEA**.
- February 2018: Establishment of the **PSEA mandatory training** (translating it into French, Spanish and Arabic);
- February 2018: Dissemination of **“No Excuse” Cards and Posters**.

NEXT STEPS

- ✓ Strengthening training, communications, counselling and investigations;
- ✓ Participating in the screening database on sexual misconduct;
- ✓ Inclusion of the Implementing Partner clause on SEA in agreements;
- ✓ Revision of UN Women's Harassment and Retaliation Policies;
- ✓ Liaising with other entities of the UN System (pooling resources).