

Protection against Sexual Exploitation and Abuse in the Foundation for Freedom

The Foundation for Freedom, fully accepting the UN standards, in particular the provisions of the bulletin of the UN Secretary General [ST/SGB/2003/13](#), prohibits its employees and associates from: sexual exploitation, sexual abuse, sexual assault, sexual mistreatment, maltreatment and sexual harassment as defined below and collectively referred to as “**sexual exploitation**”, towards beneficiaries, associates, representatives of partners and other entities with which the Foundation has relations in cooperation.

Definitions

“Sexual exploitation” means the actual or attempted abuse of a position of power or trust for sexual purposes, including but not limited to financial, social or political gain from the sexual exploitation of another person.

“Sexual abuse” means an actual or intended physical attack of a sexual nature, whether by force, coercion or inequity.

“Sexual assault” is when one person intentionally sexually touches another without the other person's consent, or when one person forces another to engage in a sexual act against their will.

“Sexual mistreatment” means physical interference or threats of a sexual nature, whether by force, or on unequal or coercive terms.

“Maltreatment” is an abuse of power where the perpetrator gains control or advantage over the victim by inflicting physical or psychological harm on them, or fear of doing so. A victim of abuse loses their freedom to make decisions and is forced to act against their will.

“Sexual harassment” is any unwelcome sexual conduct or demand for sexual conduct that is perceived to cause offense or humiliation to another person. Harassment can be a single incident or a series of incidents. Both men and women can be victims or perpetrators. Harassment can also occur outside of the place and time of work. Harassment does not always lead to and is not always linked to sexual assault.

Liabilities

In order to protect the most vulnerable groups, especially women and children, we are promulgating the following standards, which reiterate the existing general United Nations commitments:

- (a) Sexual abuse is a serious misconduct and therefore grounds for disciplinary action, including immediate dismissal.
- (b) Sexual activity with children (persons under the age of 18) is prohibited. Not knowing the child's age is no excuse.
- (c) The exchange of money, employment, goods or service for sex, including sexual favors or other forms of humiliating, degrading or exploitative conduct is prohibited. This includes any exchange of aid due to beneficiaries in connection with the Foundation's activities.
- (d) Sexual relations between the personnel of the Foundation and beneficiaries undermine the credibility and integrity of the Foundation's work and are strongly discouraged.

- (e) If a Foundation staff member or its associate has concerns or suspicions about sexual exploitation by another staff member, associate, beneficiary, or representative of an entity affiliated with the Foundation, they must report such concerns through established reporting mechanisms.
- (f) The Board of the Foundation and staff are required to make every effort to create and maintain a work environment that prevents sexual exploitation.
- (g) The standards set out above are not an exhaustive list. Other types of sexually abusive behavior may be grounds for administrative or disciplinary action, including immediate dismissal.
- (h) The Board of the Foundation and staff are responsible for taking appropriate action in cases where there is a reasonable suspicion that any of the standards listed above have been breached. This action must be taken in accordance with the Standard Operating Procedure for Incident Reporting.
- (i) The Board of the Foundation may appoint a person who acts as a focal point for receiving reports on cases of sexual exploitation.
- (j) If, following an internal investigation, evidence is found to support allegations of sexual exploitation, the matter should be referred to the national authorities for criminal prosecution.
- (k) Partner organizations are expected to meet minimum standards similar to those set out in this document and to reflect them in their own policies and procedures.