




**INTEGRATION FOR PEACE & HOPE  
RESTORATION UGANDA**


## **Prevention of Sexual Exploitation and Abuse (PSEA) Policy**

### **POLICY APPROVAL**

Following deliberation by the board on the PSEA, and other related policies held on this day 01/04/2023 in Kampala.

I, Namaganda Hadija as the Executive Director, and Secretary to the board of Directors for Integration and Katongole Sulaiman Chairperson Board of Directors for Peace and Hope Restoration Uganda do here by submitting the above policy documents for approval by the board members.

Name   
Namaganda Hadija  
Executive Director

Name   
Katongole Sulaiman  
Chair Person B.O.D



## Introduction

This policy outlines IPHRU's commitment to preventing sexual exploitation and abuse (SEA) in all its activities and operations. It establishes:

- The principles guiding our decisions and actions;
- Expectations for all individuals representing IPHRU; and
- Commitments to ensuring effective action in response to SEA concerns.

All staff, partners, and representatives of IPHRU are expected to familiarize themselves with and adhere to this policy.

## Purpose

The PSEA policy is designed to:

1. Prevent sexual exploitation and abuse by fostering a safe and respectful working environment;
2. Provide clear guidelines for reporting, addressing, and responding to SEA incidents;
3. Ensure a survivor-Centered approach that prioritizes safety, confidentiality, and dignity.

## Definitions

### Sexual Exploitation and Abuse (SEA):

SEA refers to specific forms of gender-based violence reported in humanitarian contexts, often involving humanitarian workers.

- **Sexual Exploitation:** Abuse of a position of vulnerability, differential power, or trust for sexual purposes, including profiting from the exploitation of another.
- **Sexual Abuse:** Actual or threatened sexual intrusion under coercive or unequal conditions.

### Sexual Harassment vs. SEA:

- **Sexual Harassment:** Occurs between personnel and involves unwelcome sexual advances or conduct. It is distinct from SEA and governed by separate policies.
- **SEA:** Occurs against beneficiaries or community members, arising from power imbalances.

## **Gender-Based Violence (GBV) vs. SEA:**

- **GBV:** Any harmful act based on socially ascribed gender differences.
- **SEA:** A subset of GBV targeting beneficiaries due to their vulnerability or differential power relationships.

## **Community-Based Complaints Mechanism (CBCM):**

A culturally and gender-sensitive system for reporting SEA incidents. CBCMs integrate formal and informal structures, enabling safe and confidential reporting.

## **Key Terms:**

- **Beneficiaries:** Individuals receiving humanitarian assistance, including refugees and host community members.
- **Complainant:** A person reporting SEA, either as a survivor or on behalf of others.
- **Whistle-blower:** A humanitarian worker reporting SEA concerns, protected under whistle-blower policies.
- **Survivor:** An individual who has experienced SEA or attempted SEA.

## **Core Principles on SEA**

1. Sexual exploitation and abuse by humanitarian workers constitute gross misconduct, warranting termination of employment.
2. Sexual activity with children under 18 is prohibited, regardless of age of consent laws. Mistaken belief about age is not a defense.
3. Exchange of money, goods, services, or assistance for sexual favours is prohibited.
4. Sexual relationships between humanitarian workers and beneficiaries are strongly discouraged due to inherent power imbalances.
5. All staff must report concerns or suspicions of SEA via established reporting mechanisms.
6. Humanitarian workers must foster an environment that prevents SEA and uphold IPHRU's code of conduct.

## **Commitments**

IPHRU is committed to:

- **Zero Tolerance:** Ensuring robust prevention, timely response, and accountability mechanisms for SEA.
- **Safe Work Culture:** Promoting respect, safety, and dignity among staff, partners, and communities.
- **Timely Response:** Addressing SEA allegations promptly through multiple reporting channels.
- **Survivor-Centered Approach:** Respecting survivor confidentiality and decision-making rights.

- **Transparency:** Openly addressing safeguarding issues and continuously improving practices.

## **Roles and Responsibilities**

1. **All Staff and Representatives:**
  - Adhere to the PSEA policy and IPHRU's Code of Conduct.
  - Report suspicions or incidents of SEA without breaching confidentiality.
2. **Safeguarding Focal Points:**
  - Promote awareness and best practices.
  - Receive complaints and forward them for appropriate action.
3. **Senior Management and Board Members:**
  - Ensure policy implementation and annual reviews.
  - Hold ultimate accountability for PSEA efforts.
4. **Partners and Volunteers:**
  - Follow IPHRU's PSEA policy in all operations.

Failure to report suspicions of abuse is a breach of policy and may result in disciplinary action.

## **Support for Survivors and Whistle-blowers**

IPHRU provides support to survivors and whistle-blower's, including:

- Access to psychosocial counselling;
- Confidential reporting mechanisms;
- Protection from retaliation for good-faith reports.

Survivors can decide if and when to access available support services.

## **Raising a Complaint**

Concerns or complaints can be raised verbally or in writing to IPHRU's Safeguarding Focal Point or management. All reports will be treated with the utmost confidentiality, and retaliation against complainants is strictly prohibited.

## **Safeguarding Focal Points**

Safeguarding Focal Points are responsible for:

- Receiving and addressing SEA concerns;

- Promoting awareness and prevention;
- Ensuring proper escalation of complaints.

For detailed guidance, refer to IPHRU's Human Resource Policy.

## **Policy Review**

This policy will be reviewed annually to reflect legislative and organizational developments. Updates will be communicated to all staff and stakeholders.