

### **CFSI Policy on Preventing Sexual Exploitation, Abuse, and Harassment**

CFSI has a zero-tolerance policy towards sexual exploitation, abuse, and harassment. This policy applies to employees, consultants, and interns—known more broadly as Staff Members—as well as to partners, contractors, and any others officially engaged by, or associated with, CFSI. These constitute acts of gross misconduct and are, therefore, grounds for termination of employment, contracts, and association.

Sexual exploitation is defined as any abuse of a position of vulnerability, differential power, or trust for sexual purposes and includes profiting in any manner from the sexual exploitation of another person.

Sexual abuse is actual or threatened physical intrusion of a sexual nature by force or under unequal or coercive conditions.

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, inappropriate comments of a sexual nature, and/or offensive conduct of a sexual nature, all of which are prohibited.

The exchange of humanitarian assistance, money, goods, or services for sexual favors or other forms of exploitative and degrading behavior, while on official duty for CFSI and/or during one's private time, is prohibited.

Sexual relationships between CFSI Staff Members responsible for providing humanitarian assistance and persons expected to be, and/or already benefitting from, the assistance of CFSI, are prohibited, as they involve power differentials and undermine the integrity of CFSI.

Sexual activity with children (persons under the age of 18) constitutes abuse and is prohibited, under any and all circumstances. The failure to correctly assess the age of the child is not an acceptable defense.

CFSI Staff Members must immediately report to the designated PSEAH Focal Point at CFSI any concerns or suspicions about possible sexual exploitation, abuse, or harassment by a CFSI colleague and/or any other humanitarian worker. Whereas reporting is mandatory and covered by the CFSI Whistle Blower Policy, it will have no adverse consequences on employment and is not to be subjected to retaliation of any kind. Any efforts to retaliate will be addressed with disciplinary action.

The CFSI response to SEAH allegations will be victim/survivor-centered, guided by the principle of “do no harm”, and procedurally fair to all parties.

To help create and sustain an environment which prevents sexual exploitation, abuse, and harassment, CFSI will continuously support and further develop appropriate mechanisms. These include but are not limited to: safer recruitment through rigorous screening processes that include PSEAH background checks; appointing and supporting properly qualified PSEAH Focal Points at each duty station; and requiring as well as enabling all CFSI Staff Members to successfully undertake regular PSEAH training courses.

Further, CFSI will: continuously develop its procedures for receiving, tracking, and responding to allegations, with the aim of ensuring safe reporting channels, designed in consultation with the affected communities; expand and enhance independent and impartial PSEAH investigative capacities, based on the CHS Alliance Guidelines for Investigations; and continuously participate in global, national, and sub-national interagency bodies on PSEAH.

Adopted by the Board of Trustees on 19 November 2020.