



Prevention of Sexual Exploitation and Abuse (PSEA) Policy

Effective Date: March 2022

Next Review Date: March 2023

Policy Owner: Chief Ethics and Compliance Officer

This policy supersedes all previous policies related to preventing and responding to sexual abuse and exploitation. This policy is in addition to the Child Safeguarding and Anti-Discrimination and Anti-Harassment Policies, which cover other prohibited conduct.

Purpose

Citizen's Initiative (CI) is committed to preventing all forms of sexual exploitation and abuse (SEA). This policy seeks to ensure that all participants in CI's programs are safe and not exposed to any threat or conduct involving sexual exploitation or abuse. We are committed to responding promptly and appropriately to any SEA allegations.

Applicability

This policy applies to any employees, consultants, independent contractors, agents, volunteers and visitors who partner with CI and CI's programs.

Requirements

Definitions

Sexual exploitation is defined as an actual or attempted abuse of a position of power or trust, for sexual purpose. Exploitation can include profiting monetarily, socially, or politically from the sexual exploitation of another. Sexual abuse is defined as the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Examples of Prohibited Behaviors

CI volunteers and participants are prohibited from engaging in any form of sexual exploitation or abuse of a person participating in any CI programs. Never engage in sexual relationships with program beneficiaries, as these relationships are based on inherently unequal power dynamics.



Examples of sexual exploitation and abuse include, but are not limited to:

- Sexual assault or abuse;
- Unwanted (without consent) touching or language or suggestive body language of a sexual nature;
- Demanding sex in any context;
- Making sex a condition for aid or participation in a development program;
- Forcing someone to have sex;
- Forcing a person to engage in sex work or viewing pornography.

Mandatory Reporting

CI volunteers are required to report suspicions or allegations of SEA, or noncompliance with this policy, within the first 24 hours by alerting the Chief Ethics and Compliance Officer.