

Sexual Exploitation, Abuse and Harassment (SEAH) Policy

PURPOSE

Preventing sexual exploitation, abuse and harassment is a shared responsibility. Sexual exploitation and sexual abuse violate universally recognized international legal norms and standards and have always been unacceptable behaviour and prohibited conduct for Alongside Hope. Alongside Hope has zero tolerance for and seeks to prevent sexual exploitation, abuse, and harassment (SEAH). Alongside Hope is committed to keeping the prevention of and response to SEAH at the centre of all its work.

APPLICATION

This policy applies to all Alongside Hope:

- Directors, members, employees, volunteers, interns, agents of Alongside Hope, and to any person who represents and/or deals with members of the public and other third parties on behalf of Alongside Hope.
 - This includes any current or potential suppliers of services or works, and all other people not included in the above-mentioned categories who have signed a contract with Alongside Hope

This Policy aims to combat all forms of SEAH and outlines expectations for Alongside Hope and its partners to manage the risk of SEAH and SEAH incidents, should they occur in the delivery of Alongside Hope business.

The SEAH Policy complements and builds on the following Alongside Hope policies and guidelines:

- Code of Conduct
 - Code of Ethics
 - Complaints
 - Fraud and Corruption
 - Whistleblower
- PSEA Procedures and Guidelines and Workplace Anti-violence, Harassment, and Sexual Harassment HR policy

POLICY

Alongside Hope will:

- Not condone any form of SEAH in its operations anywhere, particularly in relation to vulnerable persons;
- Create and maintain an environment aimed at preventing sexual exploitation, abuse and/or harassment;
- Raise awareness of SEAH among all directors, employees, volunteers, interns, partners and other agents;
- Screen directors, employees, volunteers, interns for risk in relation to vulnerable persons;
- Prohibit transactional sex with beneficiaries of assistance (representatives of organizations and/or individuals) since it is based on inherently unequal power dynamics and undermines the credibility and integrity of the work of Alongside Hope.
- Have accountability mechanisms integrated throughout the organization including roles and responsibilities to ensure monitoring and compliance with the Alongside Hope code of conduct/code of ethics

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Alongside Hope will strengthen awareness of SEAH and respond by:

- Clearly communicating expectations of this policy, including the duty of all covered by this policy to report any occurrence of SEAH immediately
- Providing details on how to report SEAH
- Working with partners and agents and supporting them in addressing SEAH
- Providing PSEAH training
- Investigating and acting upon all allegations and concerns of SEAH in a manner that is unbiased, trauma informed, safe, confidential, transparent and timely
- Requiring an annual report from the ED on compliance with the policy, including the number of alleged and confirmed cases of SEAH and measures taken

DEFINITIONS

Sexual exploitation is defined as an actual or attempted abuse of someone's position of vulnerability (such as a person depending on *support* for survival, food rations, school, books, transport or other services), differential power or trust to obtain sexual favours, including but not *limited to* offering money or other social, economic or political advantages. It includes trafficking and prostitution.

Sexual abuse means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. It includes sexual slavery, pornography, child abuse and sexual assault.

Sexual harassment is defined by the Oxford Dictionary as behavior characterized by the making of unwelcome and inappropriate sexual remarks or physical advances in a workplace or other professional or social situation.

Vulnerable Persons include all children who are less than 18 years of age, and/or persons who, because of their age, a disability or other circumstances, whether temporary or permanent are

- in a position of dependence on others; or
- otherwise at a greater risk than the general population of being harmed by persons in a position of authority or trust relative to them.

Volunteers are persons who give their time and talent to advance the mission of Alongside Hope without expectation of financial compensation.

Partners are individuals and organizations overseas and in Canada with whom Alongside Hope collaborates.

AMENDMENT

This policy may be amended by the Alongside Hope Board.

Adoption Date: May 2014

Review Date: July 2022

Amendment Date: October 2022