



# Great Family Organization

## Protection from Sexual Exploitation and Abuse (PSEA)

GFO policy will apply in the event that it is more stringent than local legislation.

Confidentiality: Public. Additional guidelines and materials are available internally.

### **GFO Policy Statement:**

We believe all people have a right to live their lives free from sexual violence. We recognize that there are unequal power dynamics across the organization and in relation to those we serve, and that we face an inherent risk of some staff exploiting their position of power for personal gain. GFO will not tolerate its employees, volunteers, consultants, partners or any other representatives associated with the delivery of its work carrying out any form of sexual harassment, sexual abuse or sexual exploitation. It is the responsibility of all representatives of GFO to raise any concerns you have or those which are reported to you according to this policy. It is not your responsibility to decide whether or not sexual harassment, abuse, or exploitation has occurred. It is the responsibility of all GFO's manager to ensure the delivery of this policy and to promote it as relevant in all aspects of their work, to hold themselves and others to account and to help create a safe environment for all. This policy will automatically apply in the all geographical areas where GFO is the Executing. Affiliate and must be used in conjunction with GFO's PSEA Procedures. This policy does not form part of an employees' terms and conditions of employment and may be subject to change at the discretion of management.

### **Content of Policy**

1. Purpose of this Policy
2. GFO PSEA Principles
3. Roles and Responsibilities
4. Support for Survivors and Victims
5. Policy Guidance

#### **1- Purpose of this Policy**

This policy sets out GFO's approach to preventing sexual exploitation and abuse. It sets out:

- The principles upon which we will base our decision making and actions,
- our expectations of all who represent GFO and

•our commitments to ensure effective action is taken when problems occur. All staff will be familiar with this policy. It is accompanied by GFO Safeguarding Strategy (2019 –2025) which details the actions we will take to strengthen our approach to safeguarding.

## **2. GFO PSEA Principles**

At GFO we believe all people have a right to live their lives free from, sexual harassment and abuse, sexual violence, bullying, exploitation and any abuse of power regardless of age, gender, sexuality, disability, religion or ethnic origin. GFO will not tolerate its employees, volunteers, consultants, partners or any other representatives associated with the delivery of its work carrying out any form of sexual harassment, abuse or exploitation. Such behavior goes against the very beliefs, values and mission of our organization. Safeguarding is a priority for GFO. Sexual harassment, violence, exploitation and abuse, as well as a range of non-sexual abuses of power, take various forms and can happen to anybody at any time during their lives, but are more likely when one person is in a position of power over another. GFO recognizes that this can

GFO PSEA Policy January 2019 happen in workplaces and that organizations working with vulnerable populations face an inherent risk of some staff exploiting positions of power. GFO's commitment is to:

- Create a safe working culture for all those whom GFO serves and those working for and representing the organization
- Ensure that all concerns or allegations of sexual harassment, abuse or exploitation are responded to in a timely and appropriate manner and there are multiple channels through which staff and other stakeholders can raise concerns.
  - Ensure zero tolerance of sexual exploitation and abuse in the organization through robust prevention and response work, offering support to survivors and victim and holding those responsible to account.
- Always adopt a survivor centric approach, that respects the confidentiality and decision making rights of survivors where possible and appropriate to do so.
- Build a culture where all those whom GFO serves and who work for GFO feel empowered to insist on non-discriminatory and respectful behavior from each other, where poor behavior is not accepted, and where power is not abused.
- Be transparent about safeguarding issues occurring within GFO, sensitive in our communications about our practices and open to learning and improving.
- Support the creation of a unified GFO approach to safeguarding where there is equal capacity to safeguard properly throughout the confederation. GFO adopts the following principles to guide our safeguarding work: Survivor led: we are committed to listening to survivors and being led by the wishes of the survivor where possible and appropriate to do so
- Non-directive: we aim to empower survivors and complainants by helping them explore their options in safe ways without imposing our own opinions
- Non-judgmental: we never judge survivors or complainants for their actions or decisions

- Confidentiality: we are committed to confidentiality when carrying out our work. Information will not be shared outside the team or the organization unless we believe that someone is in danger or a child has been or may be harmed
- Independent investigations: through our safeguarding team we carry out independent and discrete investigations, recognizing the rights and duty of care to everyone involved, including the complainant or survivor, witnesses and the person accused
- Commitment to good practice: we always strive to offer the best service possible, and are open to feedback and continual learning GFO will ensure that:
  - a) All staff, volunteers, partners and other representatives will have access to information about how to report concerns or allegations of sexual harassment, abuse and exploitation.
  - b) Concerns or allegations of sexual harassment, abuse or exploitation will always be taken seriously, investigated and acted on if appropriate, in line with our safeguarding principles set out above.

Endorsed by Board of Director of GFO.



Dated: March 2019