

RULES ON PREVENTING SEXUAL EXPLOITATION, ABUSE AND HARASSMENT


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1. Background and Purpose

1.1 GGGI has a zero-tolerance approach to Sexual Exploitation, Abuse and Harassment (SEAH) and recognizes that it is the shared responsibility of all adults to prevent SEAH. The purpose of the Rules on SEAH is to complement existing GGGI rules including the Code of Conduct and the Rules on Sustainability and Safeguards, and the Enabling a Respectful Workplace Environment Policy, and lay the foundation for GGGI to protect people in contact with GGGI operations and activities from harm as a result of SEAH.

2. Definitions

2.1 The following definitions apply for the purpose of these Rules:

GGGI Representatives and Participants: GGGI Staff as well as to any consultants, contractors, interns, secondees, volunteers or other individuals representing GGGI, working with GGGI or working with or in relation to or participating in any GGGI's activities.

Sexual exploitation: Any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes. It includes profiting monetarily, socially, or politically from sexual exploitation of another, as well as transactional sex.

Sexual abuse: The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. All sexual activity with someone under the age 18 years is considered to be sexual abuse.

Sexual harassment: Any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature that might reasonably be expected to cause offence or humiliation to another, especially when such conduct interferes with work, or is made a condition of employment, or creates an intimidating, hostile or offensive work environment. While typically involving a pattern of behaviour, it can take the form of a single incident. Sexual harassment may occur between persons of the opposite or same sex.

Transactional sex: Sexual exploitation of men and women through the exchange of money, employment, goods or services for sex or sexual acts), even in places where sex work is legal.

After a crisis, people may engage in transactional sex to generate income and meet basic survival needs. They may not identify with the term "sex worker". A person purchasing sex in this setting is engaging in sexual exploitation.

Fraternization: any relationship occurring in the course of conducting business, that involves — or appears to involve — partiality, preferential treatment or improper use of rank or position including but not limited to voluntary sexual behavior. It includes sexual behavior not amounting to intercourse, a close and emotional relationship involving public displays of affection or private intimacy and the public expression of intimate relations.

3. Scope

3.1 These Rules shall apply to GGGI Representatives and Participants. While GGGI does not dictate the belief and value systems by which GGGI Representatives and Participants conduct their personal lives, actions taken out of working hours by anyone subject to these Rules that are seen to contradict these Rules will be considered a violation of these Rules.

4. Principles relating to Prevention of Sexual Exploitation, Abuse and Harassment

4.1 These Rules take into consideration relevant international standards. GGGI shall be guided by the following principles in relation to all its activities and operations:

- a) Zero tolerance for Sexual Exploitation, abuse and harassment. GGGI will pursue all allegations of misconduct and take all appropriate action, including sanctions, disciplinary measures and referral to the appropriate national authorities where warranted;
- b) Strong leadership to accelerate culture change. Preventing sexual exploitation, abuse and harassment shall be incorporated into GGGI core values and efforts to build a strong organizational culture of accountability and respect. GGGI leaders and managers are held accountable to take action to prevent misconduct and sanction unwanted behaviors. The organization have in place measures to improve diversity and inclusion, including actionable human resource procedures that embed gender equality, prevention of SEAH and child protection.
- c) Respect for victim/survivor. GGGI, while ensuring the procedural fairness of all parties shall:
 - i) Treat victims/survivors with dignity and respect
 - ii) Inform the victim/survivor of the measures and actions taken
 - iii) Protect privacy and confidentiality
 - iv) Practice non-discrimination based on gender, age, race/ethnicity, sexual orientation or other characteristics
 - v) Consider the need for counselling and health services to assist victim/survivor with their recovery
- d) Ensure prevention through shared responsibility and accountability. GGGI ensures that all GGGI Representatives and Participants are aware of its core values and principles related to SEAH.
- e) Consider local context and risks associated with power imbalance. Where there are significant power imbalances at play (based on gender, age, ability, authority, social and economic inequality, etc) the potential for transactional sex and fraternization is heightened. It is important that GGGI Representatives and Participants consider whether the contexts in which they are working give rise to sexual exploitation and fraternization.
- f) Establishment of strong reporting mechanisms to enhance accountability and transparency. GGGI is accountable to its staff, governments, communities and partners. Strong and accessible reporting mechanisms will enhance ability to effectively monitor and manage risks, and to improve systems and safeguards accordingly.

5. Risk assessment

5.1 GGGI shall take a risk based, proportional approach to SEAH, where GGGI managers and partners must assess the level or risks for SEAH occurring in all activities and operations. The risk and decision-making process does not need to be a stand-alone procedure but will be incorporated into existing activity planning and risk management processes.

5.2 If it is determined that an activity has high potential for SEAH, the risk assessment shall be

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included in GGGI's decision-making processes and documents.

6. Specific obligations

6.1 All GGGI Representatives and Participants shall:

- a) not engage in sexual exploitation, sexual abuse or sexual harassment;
- b) not engage in transactional sex;
- c) not engage in fraternization while engaged in the delivery of GGGI business;
- d) respect national laws and policies relating to SEAH;
- e) immediately report concerns or allegations of SEAH and other forms of non-compliance in accordance with appropriate procedures set out in Article 8;
- f) be aware of behavior and avoid actions or behaviors that could be perceived by others as SEAH; and
- g) Staff will immediately disclose all charges, convictions and other outcomes of an offence that relates to SEAH, including those under traditional law.

7. Implementation

7.1 To implement the principles set out in these Rules, GGGI will:

- a) Not knowingly engage, directly or indirectly, anyone who poses a risk to persons as defined under this rule and establish appropriate recruitment screening procedures, these procedures to include:
 - i) Requesting declarations on criminal record history and on code of conduct compliance in connection with recruitment of Staff, interns, secondees and volunteers;
 - ii) For roles that include work in high risk contexts, interview questions will include behavioral and SEAH related questions, and two verbal referee check will be completed and documented;
 - iii) Candidates for Executive Positions, as defined in GGGI's Staff Rules, go through an additional screening process linked to ethical standards;
 - iv) Screen potential partners, contractors and consultants in accordance with applicable rules and guidelines of GGGI and refrain from selecting partners which do not fulfil GGGI's requirements;
- b) Engage with partners to inform them about their obligations under these Rules and promote appropriate Preventing of SEAH policies with partners and contractors engaged by or working with GGGI in activities involving SEAH risk. Such partner or contractor must ensure that any downstream organizational entity or individual subcontractor complies with the relevant minimum SEAH;
- c) Provide ongoing training on SEAH and these Rules, including an induction training for new Staff, interns, secondees and volunteers and refresher trainings, all which include a reflection on the responsibility of GGGI and GGGI Representatives and Participants to uphold the dignity and rights of persons and communities with focus on appropriate behavior.

7.2. Violations of these Rules and can lead to disciplinary measures and sanctions in accordance with GGGI's Legal Framework. For Staff, breach of these rules may be considered misconduct and lead to disciplinary measures, which may include dismissal, in accordance with GGGI Staff

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Regulations and Rules. For GGGI Representatives and Participants other than Staff, GGGI will take the appropriate action under the terms and conditions of their respective contracts.

7.3 These Rules may be complemented by guidelines as appropriate to provide further guidance on the implementation of these Rules.

8. Incident Reporting Procedures for SEAH Allegations

8.1 All GGGI Representatives and Participants are under the obligation to report any alleged case of SEAH or other forms of non-compliance by anyone subject to these Rules.

8.2 Reports of alleged breach or non-compliance of these Rules can be made on GGGI's website, (<http://gggi.org/whistleblowing-reporting/>) in accordance with GGGI's Whistleblower Policy (available on gggi.org/policy-documents/).

8.3 GGGI is committed to respond to any such reports, and disclose the results of the following investigations, appropriately and in line with GGGI's legal framework and established procedures taking into consideration global and local best practices. GGGI shall also ensure that any incidents are analyzed so as to promote continued learning and growth in the field of organizational prevention of SEAH.

9. Review Period

9.1 These Rules shall undergo review at least every five years to ensure it stays up to date and relevant to changes in GGGI's programs and organizational structure, as well as changes in the international environment and international standards.