
Prevention of sexual harassment, exploitation and abuse (PSEAH)

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Elsbeth Horbaty

www.horbaty.ch

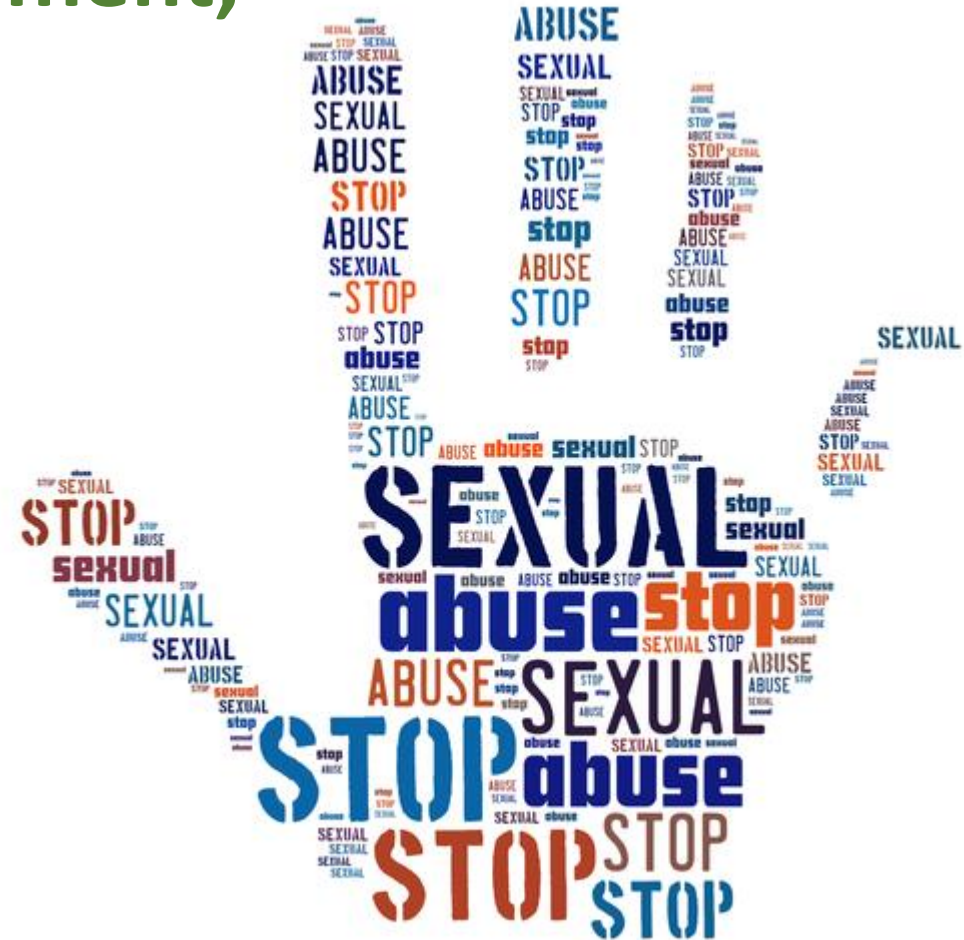


Photo OECD



Change names

Please change your name in Zoom:

- First names and surnames
- Name of your organisation

- Switch off the microphones
- Questions on chat

Please write in the chat:

Two words
that come to
mind when
you hear
PSEAH.

How do you
get involved
with PSEAH?

The aim of today's webinar

1. Learn what PSEAH is
2. Raising awareness among experts and partner organisations in Switzerland and the Global South
3. Learning what we can do as an organisation to prevent SEAH
4. Learning what I can do as a person to prevent SEAH
5. Learning where else I can get help.
6. Understand Unité's vision for PSEAH.

Not top-down, but a sharing of opportunities and resources.

Encourage people to get to know the local opportunities and contacts.

Focus of this webinar

PREVENT - PREVENT

- Sensitising the participants to this topic
- Supporting the organisation and its employees in changing behaviour and learning about grievance mechanisms
- Promote the establishment of a contact point and a policy in accordance with the laws of the respective country.

Focus of this webinar

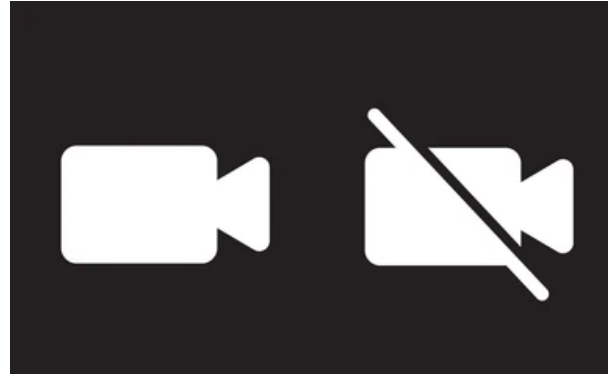
DETECT - UNCOVER

- Sensitisation of all persons to the recognition of SEAH

REACT

- Learn what we can do if we have witnessed SEAH
- Get to know the focal point/contact point and possibly set one up in the partner organisation

Basic rules



Confidentiality

- Only talk about your own experience, don't mention any other names
- This webinar serves to share experiences on how to deal with the topic. For concrete support for affected persons/victims/survivors, please contact the Focal Point PSEAH of the respective organisation.

Help after the seminar

elsbeth@horbaty.ch

Difficult topic - Simple exercises for triggering

- ✓ Contact with your body



Feeling a little safer

Feet

- ✓ Feel your feet on the floor
- ✓ Feel whether they are cold or warm
- ✓ Can you feel the socks, the stones or the ground?



Breathe

- ✓ How is your breathing? Firstly perceive, then breathe through your nose into your belly.

Definition of SEAH - Different words - overlapping meanings

Sexual harassment: Specific, sexually oriented behaviour that is unwanted and makes a person feel uncomfortable and violates their dignity

Examples

- Inappropriate and lewd touching, kissing, rubbing or fondling of a person's body and/or clothing
- When someone checks your body up and down.
- Offensive remarks about a person's sexual orientation
- Telling jokes or stories about sexual experiences
- Sending unsolicited lewd messages or sharing images of a sexual nature
- Repeated requests for dates, even though they have been refused, or requests for sexual favours

Definition of SEAH

Sexual exploitation is the actual or attempted **abuse of a vulnerable person's situation**. Relationships of power and trust are abused in order to obtain sexual favours

Examples

- Money or other social, economic or political benefits
- Photographing or filming another person during a sexual act without the consent of all parties involved
- Giving alcohol or drugs to another person without their knowledge or consent
- Sexual activity with another person who is knowingly infected with the human immunodeficiency virus (HIV), a sexually transmitted disease (STD) or an infection (STI) without informing the other person of the infection.
- Prostitution.

Definition of SEAH

Sexual abuse: Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coerced conditions.

Sexual relations with a child, regardless of the context. In Switzerland, the age of consent is under 16. In your country???

Examples

- Sexual harassment or sexual assault in public places, at work or at home.
- Sexual abuse in childhood.
- Rape
- Female genital mutilation.

Graduation or escalation of SEAH

1.

All topics are prohibited in most countries and are usually prosecuted under criminal law.

2.

Some problems can be solved through prevention and dialogue with the offender.

3.

Other issues must be regulated via a complaints mechanism. Very sensitive and risky issues.

4.

The more we can do to prevent and change behaviour, the better

Graduation or escalation of SEAH - depending on the law and culture

1. sexist remarks or jokes about sexual characteristics, sexual behaviour and sexual orientation

2. display of pornographic material in the workplace. Unwanted invitations with explicit intent and unwanted physical contact.

3. demanding sex in any context or making sex a condition for help. Refusing to use safer sex practices.

4. forcing someone to have sex or to have sex with someone. Forcing someone into prostitution or pornography. Sexual relations with a child, in any context

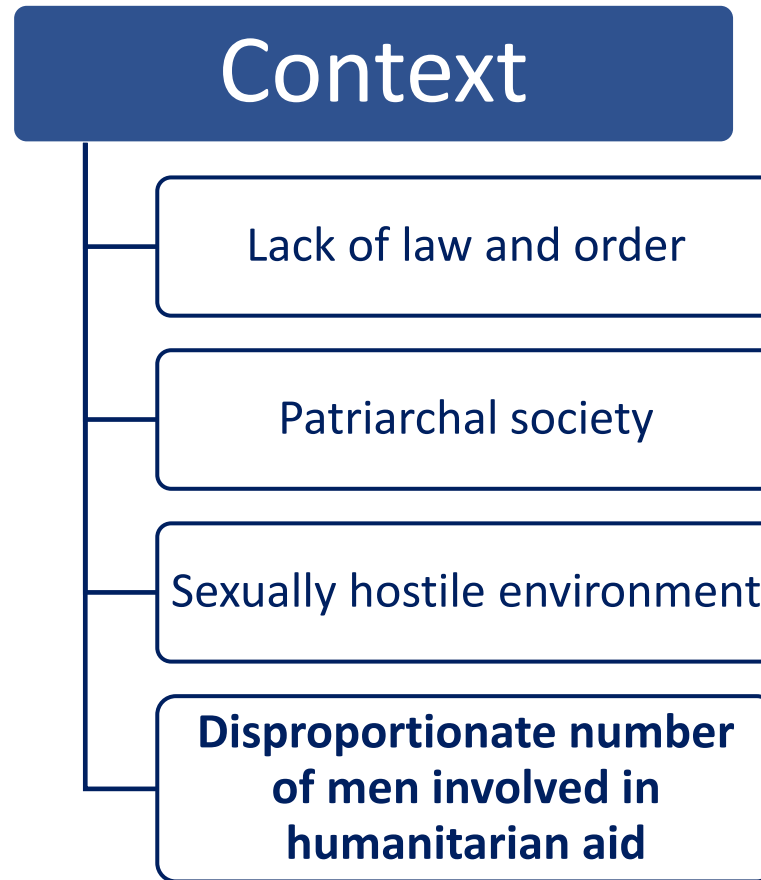
Definition of gender-based violence

Gender-based violence: *Physical, psychological or social abuse directed against a person because of their gender or sexual orientation*

Main causes of GBV:

- Power imbalances between women and men
- Lack of gender equality and equal rights
- Use of women's bodies as weapons of war
- Traditional, cultural and religious practices and beliefs
- Deep-rooted stereotypes about the role of women and men in society
- Culture of impunity

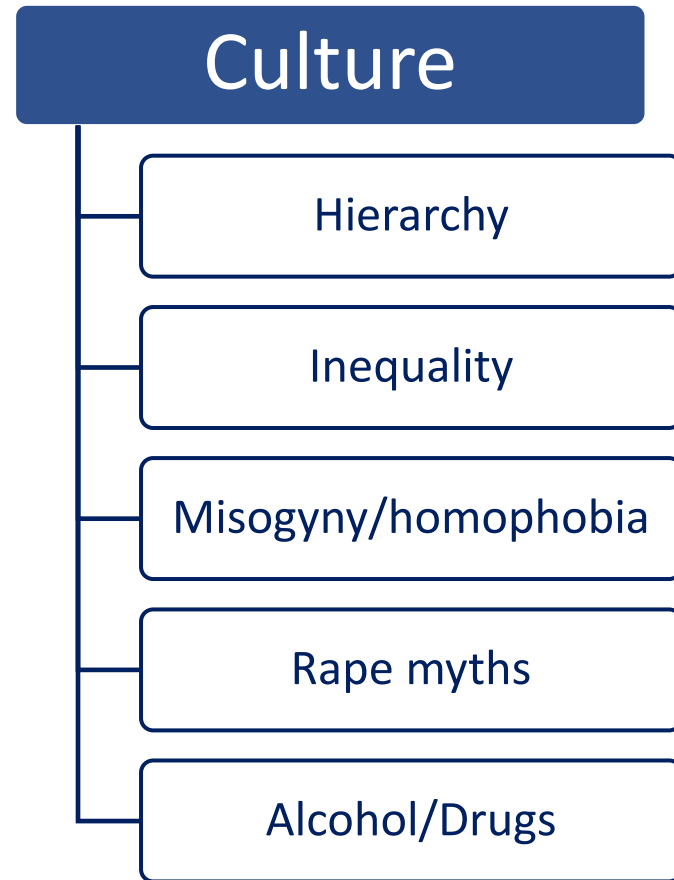
External factors for the increase in GBV in the area of humanitarian aid and development cooperation



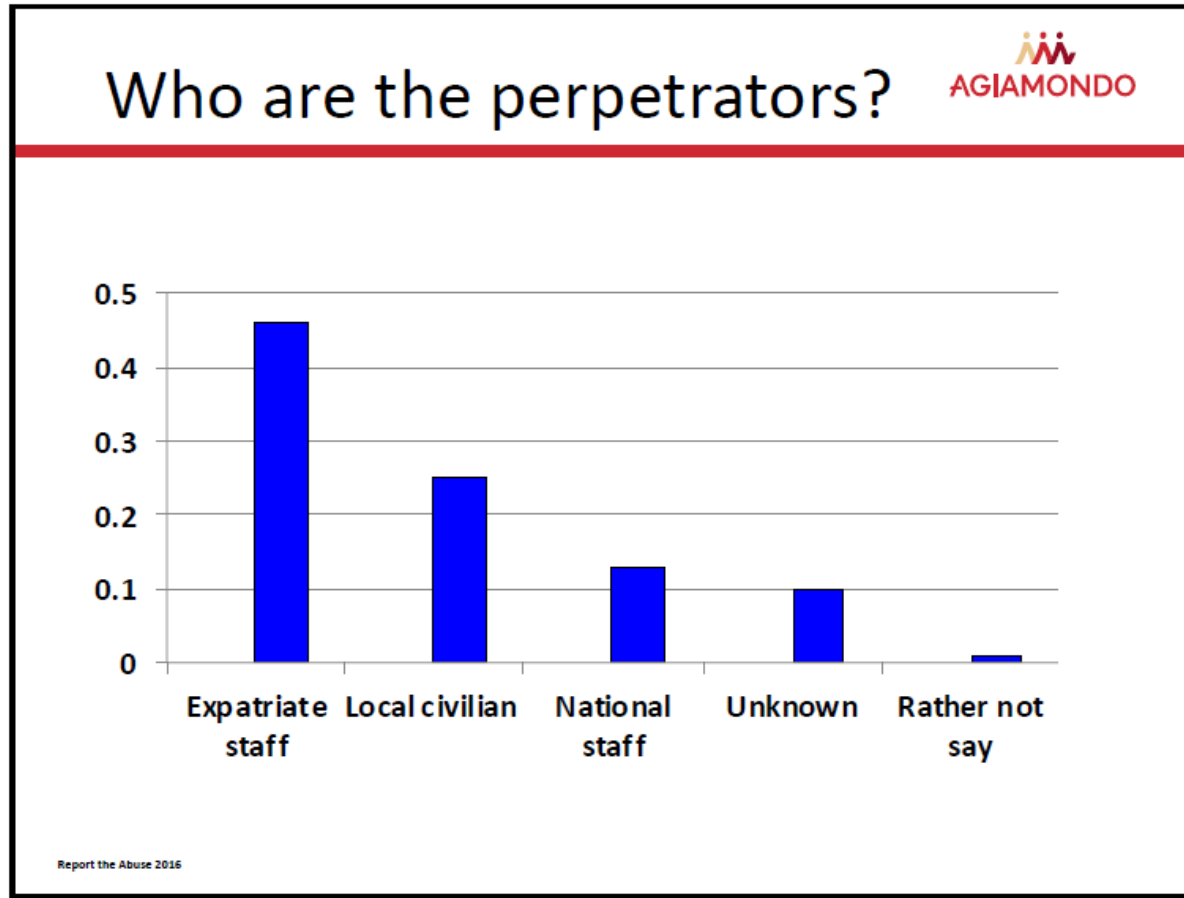
Internal factors



Cultural factors



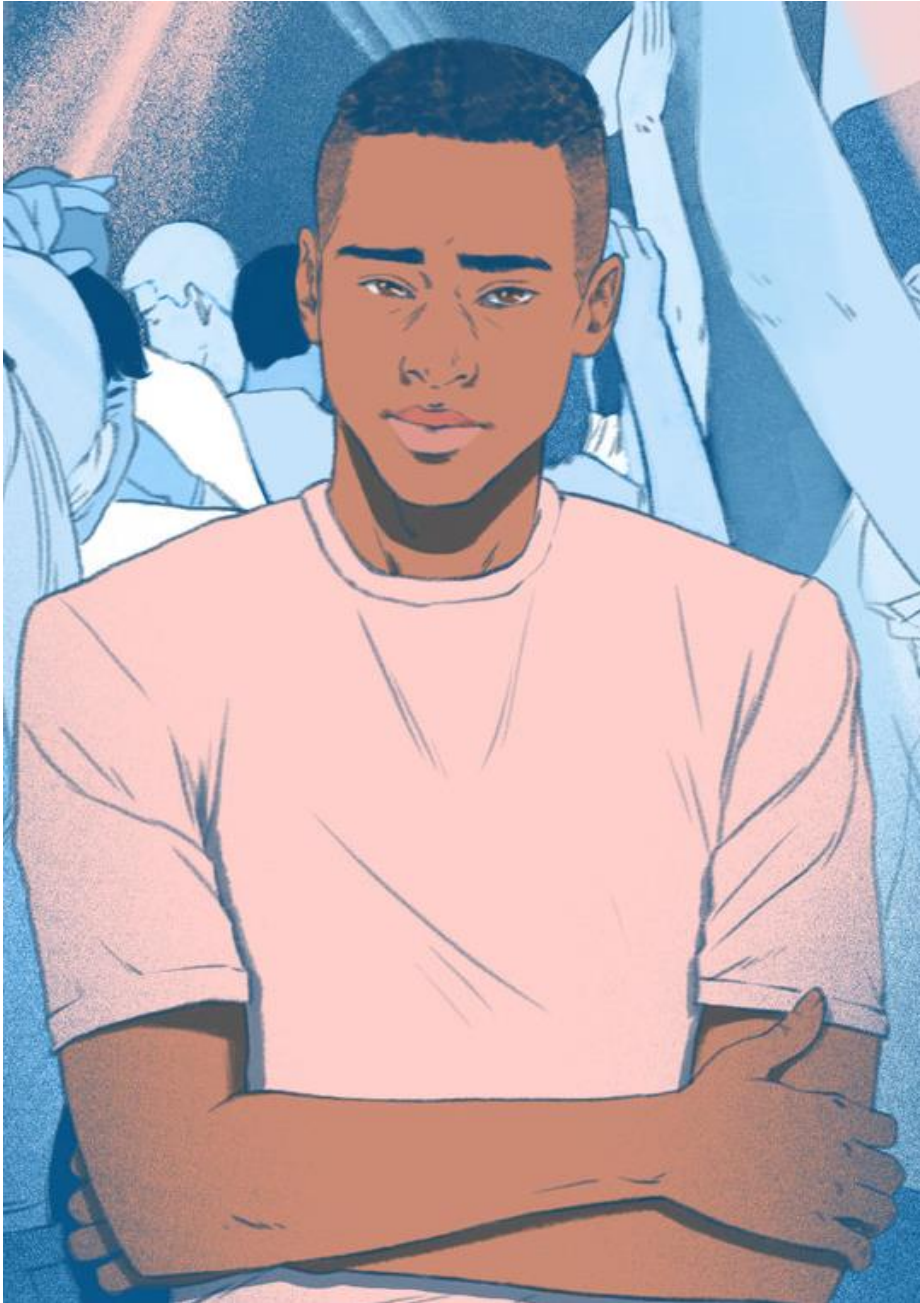
The role of men



What is the role of men?

Men can also be victims





Men must be part of the solution, not part of the problem

Successful programmes with men

No is no, Kenya <https://www.youtube.com/watch?v=RNrQpVLrPx0>

Iamaneh: Involvement of men and boys

<https://www.iamaneh.ch/en/topics/gender/engaging-men-and-boys.html>

Preventing and Responding to Sexual and Domestic Violence against Men

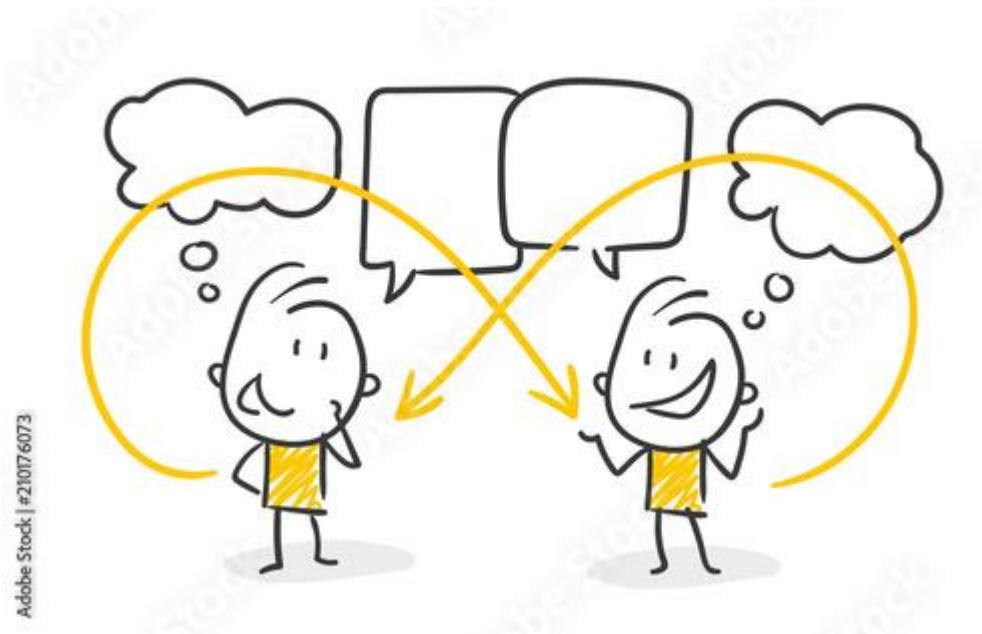
https://www.dcaf.ch/sites/default/files/publications/documents/SDVAM_FINAL%20online.pdf

Other????

Questions - Discussion

Questions?

1. What does SEAH mean to you?
2. Where can we act and when should we wait?



Rights for men and women - gender equality

The PSEAH is part of these laws:

1979 UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

1999 The Swiss government enshrined gender equality in the Federal Constitution of 1999 (Art. 8 para. 3).

Sexual harassment in the workplace is penalised in Switzerland under the Gender Equality Act.

2017 The Swiss development cooperation strategy treats gender equality as a cross-cutting issue that is taken into account in all SDC activities. (⁵ SDG goal)

.... Other laws that vary from country to country. Find out more!!!

Request from SDC/DEZA to PSEAH

- **Commitment for partners - the MUST DO**

A code of conduct or similar document with a commitment to **zero tolerance** towards SEAH (contractually binding for all employees)

- **Additional elements that form a basic PSEAH mechanism.**

The contracting parties are expected to develop and strengthen their PSEAH mechanism.

- Guidelines and documents (PSEAH policy, gender policy=
- A contractually binding code of conduct for partner organisations with a commitment to zero tolerance towards SEAH

Read more https://www.shareweb.ch/site/SDCPSEAH/Documents/PSEAH-Infosheet_tender_D.pdf

Zero tolerance - a must

Unité has an Code of Conduct and a zero-tolerance policy on sexual harassment.

Meaning: substantiated complaints of sexual harassment lead to the dismissal of the perpetrator.

These codes of conduct and zero tolerance have been signed by all member organisations.

Member organisations of Unité for the SDC guidelines



Aiuto Medico al Centro America
Giubiasco TI



Eirene Suisse
Genève



Comundo
Luzern



mediCuba-Suisse
Zürich



DM
Lausanne VD



Mission am Nil International
Knonau ZH



E-CHANGER
Lausanne VD



Mission Evangélique au Tchad
Moutier BE



SAM global
Winterthur ZH

What can we do in our organisation?

- **The priority is to change behaviour - not to punish as a first step**
- Appointment of a **contact person/focal point** for PSEAH with the following **tasks**
 - Development of a PSEAH policy
 - Ensure that everyone is aware of this policy.
 - Ensure that everyone is aware of the complaints mechanism.
 - Support for those affected
 - Introducing a leadership culture

What everyone can do: Prevent

Prevention

It is important to obtain consent before taking any action.

Consent is very easy to understand over a cup of tea.

<https://www.youtube.com/watch?v=er-Ex356Uig>



What each person can do: Recognise (Dedect) -

ABC approach to consider what I can do personally:

- **(Assess)** Assess your own safety:
- **(Be)** Don't be alone, better in a group:
- **(Care)** **Take care** of the victim. Talk to the person who **may** need help

How you can intervene more safely::

Direct action: address negative behaviour, tell the person to stop

Distraction: Interrupt, start a conversation with the offender

Delegate: Find someone to support your action

Delay: If the situation is too dangerous to tackle immediately, simply walk away. Wait until the situation is over and ask the person concerned later if he/she is okay.

Contact: Contact person/Focal Point

React - Complaints mechanism

Definition: A grievance mechanism (CM) is a formalised mechanism that allows victims and witnesses of misconduct by an organisation to report cases and enables organisations to handle these complaints in a structured way.

The CM should be defined in the organisation's policy. For Unité it is the following:

<https://unite-ch.org/de/personelle-eza/pseah/>

Unité has decided to work with the Safecall organisation
<https://www.safecall.co.uk/en/> .

Safe Call - a reporting platform for Unité and all its partners

Contact Safe Call <https://www.safecall.co.uk/en/>

- Anyone can call in person and does not have to give their name or telephone number.
- Possibility to report cases in many different languages
- Free hotlines or local call charges in many countries. Service hours 24/7 365 days
- Safecall also records cases of corruption and abuse of power - each organisation should consider whether to include them in the policy.



Options for victims or witnesses


Every victim or witness of abuse has the opportunity to :

- To contact a specific person in their organisation who works as a focal point for PSEAH.
- Call Safecall directly at <https://www.safecall.co.uk/en/> .
An anonymous or non-anonymous witness statement can be made there.
- These statements always go to two different responsible persons in an organisation, never to the alleged perpetrator.

Options for victims or witnesses - Safecalll

Follow the Safe-Call questionnaire

Contact Details

Named 
You agree that your identity can be passed by Safecall to your organisation.

Anonymous
You do not want to provide your identity to Safecall or your organisation.

Reporter

First Name * **Last Name ***

Country

Follow the Safe-Call questionnaire

Concern Details

Approximate Start Date of the Incident? Approximate End Date of the Incident?

Select date Select date

Is Incident still Ongoing?

People Involved

First Name Last Name

Incident Address

Country

Where did the incident take place?

Support for those affected/victims

If you are a victim of SEAH, you need psychological, medical and legal help.

Get in touch with your contact person/focal point for support.

- So that you can tell someone what happened
- To receive emotional/psychological support from trained counsellors and therapists
- For immediate medical support from specially trained doctors, nursing staff - HIV post-exposure prophylaxis (PEP)
- Get help to understand how the grievance mechanism works

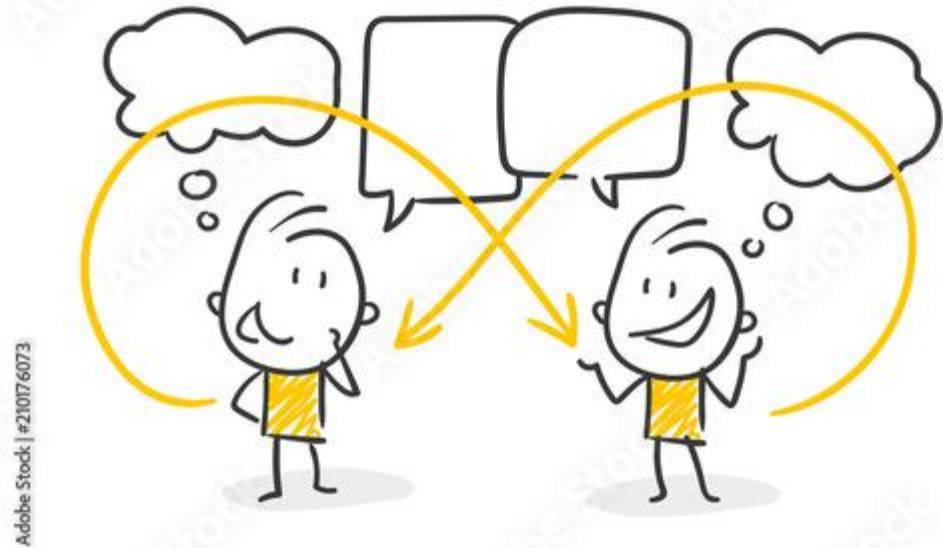
Questions - Discussion

Questions?

Possible discussion points

1. What are the biggest challenges for me in dealing with PSEAH?
2. What can I do to mitigate these challenges?

10 minutes



Focal points from all member organisations

List of the various focal points

.....

....

....

Focal points are also trained in trauma-informed interviewing

Focal points should also provide local contact points in the countries of operation.

Step by step - concrete support for focal points

Unité has created a step-by-step sequence for the recommendation and support of member organisations

1. Setting up a contact point - Focal Point
2. Establishment of policy, code of conduct
3. Treatment for complaints
4. Possibilities in the investigation of cases and decisions
5. Possible sanctions
6. Recommendations for processing the cases, lessons learnt, reporting

What do the organisations actually do in the event of a complaint?

Safecall always sends information about the receipt of a complaint to a person from Unité and to a person from the organisation concerned: Unité and E-Changer/Comundo(SAM etc.).

Steps that can be taken by the member organisations:

1. Register complaint
2. acknowledgement of receipt
3. identify the nature of the complaint:; operational, medium or serious offence.
4. identify threats to the victim and possibly the alleged perpetrator
5. decision as to whether an investigation should be carried out

Step by step - investigation, decisions

1. The person responsible at the organisations must decide whether the complaint is operational or whether it is a medium or serious offence.
2. If the complaint is a serious offence, it should be referred to a higher authority.
3. The organisation should definitely put together an investigation team.
4. Decide on the method of investigation: Internally or by independent experts

Important:

All investigations must be based on facts.

The presumption of innocence is essential: the alleged perpetrator also has a right to protection

Attention! Be aware of malicious complaints: it is therefore important to conduct the investigation internally first. Do not go to the press.

Step by Step - Sections,

Unité recommends that sanctions should be proportionate and transparent and then widely communicated. Each organisation decides for itself which sanctions to apply: Depending on the degree of the offence:

- Warning
- Transfer
- Demotion to a lower post will suffice.

Possible sanctions at a partner organisation

- Temporary or complete termination of the cooperation
- a repayment claim
- Contractual penalty

A criminal offence should be reported to a law enforcement agency.

What can everyone do to prevent SEAH?

- Find out more about this topic, see bibliography
- Find out if your organisation has a PSEAH policy? Read through it!
- Find out if there is a contact point for PSEAH in your organisation and get in touch with them. Become a contact point!
- Find out how your complaints mechanism works.
- Find out what local opportunities exist for PSEA.
- Get in touch with Unité if you would like to know more



**ZERO TOLERANCE
FOR SEXUAL EXPLOITATION
AND ABUSE**

Stop, prevent, protect



Discussion on the implementation of PSEAH in organisations

1. What have we done well so far?
2. Where are the challenges still?
3. What support do we need?

Around 10 minutes



Contacts with other organisations

Luise Ammerschuber - Specialist PSEAH - <https://yess-impact.com/about/>

UN organisation for PSEA - IASC

Communication material, posters, for front line workers in multiple languages:

- <https://psea.interagencystandingcommittee.org/psea-frontline-together-we-say-no>

For your partner, a lot of resources aimed at civil society organisations (website sponsored by the UK) - also available in several languages

- <https://safeguardingsupporthub.org/>

Training material, also in multiple languages, can be adapted for use as needed:

- <https://interagencystandingcommittee.org/iasc-learning-package-protection-sexual-misconduct-un-partner-organizations>

PSEA Global dashboard: <https://psea.interagencystandingcommittee.org/>

Bibliography

Complete UN definition and glossary for SEAH

https://hr.un.org/sites/hr.un.org/files/SEA%20Glossary%20%20%5BSecond%20Edition%20-%202017%5D%20-%20English_0.pdf

Guide for trainers for PSEAH from KoGe in English only

https://koge.ch/wp-content/uploads/2021/02/PSEAH-Training-Guide_final.pdf

Guides, manuals

- [Complaint Mechanisms for Non-Governmental Organisations, A PRACTITIONER'S GUIDE](#), Luise Ammerschuber and Elisabeth Schenk on behalf of The Community of Cooperation of Bread for All & Its Partner Organizations
- [Training manual prevention of sexual exploitation, abuse and harassment \(PSEAH\)](#), KOGE
- [Learning Package on Protection from Sexual Misconduct for UN partner organisations](#), United Nations Inter-Agency Standing Committee
- [Sexual harassment in the workplace, Federal Office for Gender Equality](#), Swiss Confederation

Thank you very much ... and pass this information on.



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