

## **Reaching Across Borders (RAB) Prevention of Sexual Abuse and Exploitation (PSEA) Policy**

**Effective Date:** January 2022

**Next Review Date:** December 2025

**Current Policy Owner:** CEO and Board

**For all RAB's corporate policies, please visit the website:** <https://ReachingAcrossBorders.org/policies/>

### **Purpose**

Reaching Across Borders (RAB) is committed to preventing all forms of sexual abuse and exploitation (SEA). This policy seeks to ensure that all participants in RAB'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 all global team members, consultants, independent contractors, agents and volunteers ("Team members"), and visitors ("Visitors") who work on or visit RAB and RAB subrecipient programs.

### **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**

RAB Team members and Visitors are prohibited from engaging in any form of sexual exploitation or abuse of a person participating in a RAB or RAB subrecipient program. 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 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 pornography.

### **Mandatory Reporting**

Team members and Visitors are required to report suspicions or allegations of SEA, or noncompliance with this policy, within the first 24 hours by alerting the CEO.

Team members and Visitors should also report any historic SEA allegations from any RAB program. All SEA reports should include the following:

- Who committed the alleged wrongdoing?
- Do you know if anyone else was involved?
  
- What has happened? Describe in detail what you know or suspect of a SEA incident.

- Were there any witnesses?
- When and where did the incident take place? Providing dates and time, if possible.

## Team Member Responsibilities

Team members must:

- Be particularly alert to suspected cases of SEA within vulnerable populations.
- Report any suspected incidents or potential signs of SEA.
- Never hesitate to report suspicions of SEA because evidence was not collected.
- Respect the dignity, wishes and rights of survivors of SEA, including their wishes on whether to report to third parties.
- Seek counsel from the CEO with questions about whether or how to report suspected cases.
- Display RAB's SEA informational/reporting poster visibly in each RAB office.

RAB will identify emergency or survivor support resources to use in the event that a SEA allegation is reported, and the survivor in question would like to avail themselves of those resources.

## Investigations and Monitoring

The CEO is responsible for ensuring that allegations of SEA are investigated in accordance with this policy. Throughout the investigation, Team members and Visitors are required to cooperate with the investigation. Unless otherwise required by the CEO or law enforcement, all information must be kept confidential regarding the suspected survivor(s) and suspected perpetrator(s).

RAB's CEO and their investigators are responsible for conducting investigations of internal SEA reports to the extent local authorities are not involved. The CEO must report aggregated incident data to the RAB Senior Management Team (SMT) and to the Board of Directors on a quarterly basis. The CEO shall immediately report all exceptional cases to the SMT and Board of Directors as needed.

## Enforcement

Sexual exploitation and/or abuse of program participants constitute acts of serious misconduct and are grounds for disciplinary action, including termination of employment and referral to law enforcement, as well as termination of subrecipient grants, if applicable RAB must comply with local laws on SEA violations.

A staff member who is proven to have committed sexual exploitation and/or abuse will be dismissed from their employment with RAB and ineligible for rehire. If an allegation is made in bad faith, appropriate steps will be taken to follow up with the person who has made the allegation and the person accused. Any Worker who makes false and malicious accusations will face disciplinary action, up to and including termination.

## Related Resources

RAB is committed to upholding the United Nations Secretary General's Bulletin on special measures for protection from sexual exploitation and sexual abuse (ST/SGB/2003/13) and the Inter-Agency Standing Committee (IASC) Six Core Principles Relating to Sexual Exploitation and Abuse, 2019.

<https://psea.interagencystandingcommittee.org/update/iasc-six-core-principles>

## Our Corporate Policies

RAB's corporate policies, collectively, are listed on the organization's official website's **policy page**: <https://ReachingAcrossBorders.org/policies/> these include:

- a. Recruitment & Employment policy;
- b. Anti-Fraud, Bribery, Corruption, Money-Laundering, and Terrorism Financing policy;
- c. Child Safeguarding policy;
- d. Procurement policy;
- e. Prevention of Sexual Abuse and Exploitation policy;
- f. Grievance Procedure policy;
- g. Disciplinary Procedure policy;
- h. Conflict-of-Interest policy;
- i. Privacy policy;
- j. Code of Conduct policy; and
- k. Confidentiality Agreement.

All staff of RAB, including, volunteers, contractors, consultants, full-time as well as part-time and temporary employees are expected to have read and comply to these policies. This, of course, also includes the RAB management team and Board members.