



UNITED NATIONS IN PAPUA NEW GUINEA

**2021 UNCT RESOURCE GUIDE ON PREVENTION
AND RESPONSE TO SEXUAL MISCONDUCT**

(EXPLOITATION, ABUSE AND HARASSMENT)



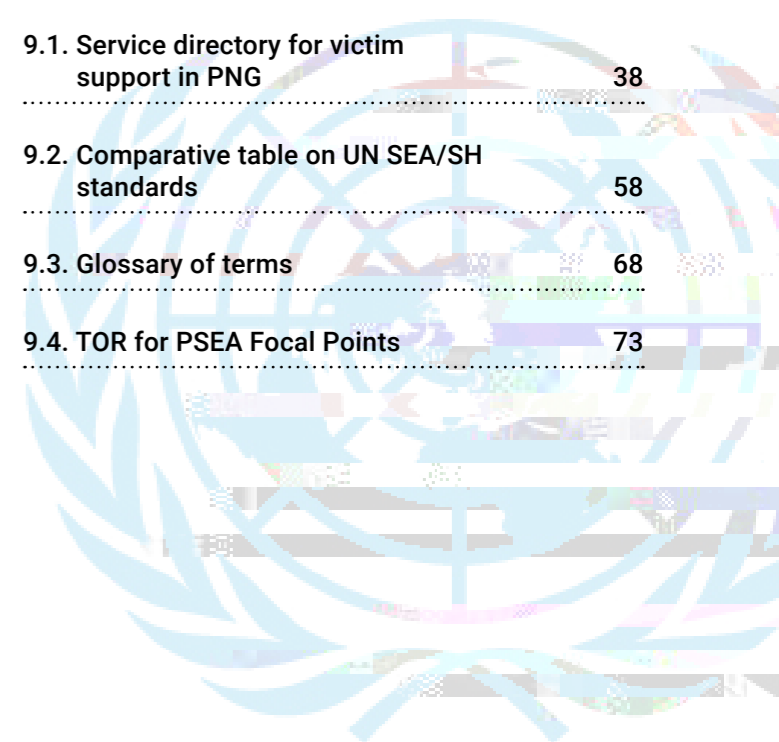


All forms of sexual exploitation and abuse (SEA) are a violation of human rights over a vulnerable population that the UN has pledged to protect. Sexual exploitation and abuse can lead to serious consequences for survivors and undermines the integrity and reputation of the UN and the implementing partners with whom we work. The UN is fully committed to the prevention of sexual exploitation and abuse. In this regard, the UN agencies in PNG are committed to working in a coordinated manner to raise the awareness of staff and increase their understanding of



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1. INTRODUCTION TO PSEAH

1.1. CORE VALUES/UN STANDARD OF CONDUCT

The United Nations (UN) and its agencies do not tolerate any sort of sexual harassment or abuse to an individual as it undermines human dignity and human rights. Everyone working at the UN, including UN staff, consultants, volunteers, individual contractors and people working for partner organisations, must not engage in any form of sexual harassment or abuse.

Acts of sexual exploitation and abuse are unacceptable and prohibited for all UN personnel, consultants, UN contractual partners. They erode the confidence and trust and damage in the humanitarian and development community and damage its image and integrity.

One of the UN's priorities is to protect individuals from sexual harassment or abuse. Over the years, UN agencies have improved the way in which they provide assistance to people who have experienced this. For example, in 2007, the UN General Assembly adopted the United Nations Comprehensive Strategy on Assistance and Support to Victims of Sexual Exploitation and Abuse by United Nations Staff and Related Personnel. In 2017, the Secretary-General appointed a system-wide Victims' Rights Advocate (VRA) to ensure that the United Nations system provides real and sustained assistance. A Trust Fund in Support of Victims of Sexual Exploitation and Abuse was established by the Secretary-General in March 2016 to support services for victims.



1.2. STAFF RULES AND REGULATIONS

The UN has its own regulations which state the duties, obligations and responsibilities of its staff. Everyone working at the UN (in any agency) must follow the Staff Regulations and Rules, the Standards of Conduct for the International Civil Service as well as instructions set up by UN agencies.



1.3. BASIC RIGHTS AND OBLIGATIONS OF ALL UN STAFF

Rule 1.2 of the UN Staff Regulations and Rules, Chapter 1, states that:

“(e) Sexual exploitation and abuse is prohibited. Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or the age of consent locally, except where a staff member is legally married to a person who is under the age of 18 but over the age of majority or consent in his or her country of citizenship.”

“Mistaken belief in the age of a child is not a defence. The exchange of money, employment, goods or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour, is prohibited. United Nations staff members are obliged to create and maintain an environment that prevents sexual exploitation and sexual abuse.”

“(f) Any form of discrimination or harassment, including sexual or gender harassment, as well as abuse in any form at the workplace or in connection with work, is prohibited.”

1.4. CHILD SAFEGUARDING

Child safeguarding means preventing children from being abused or mistreated by UN agencies’ staff or associates. This includes:

-
-
-
-
-
-

Staffs and actions to prevent sexual exploitation and abuse as designed to protect

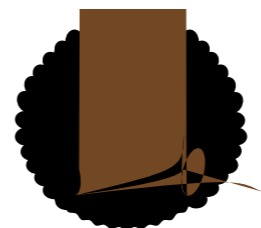
The Global UNICEF Child Safeguarding Policy affirms that “staff members and non-staff personnel, as well as individual consultants and contractors, are expected to conduct themselves in a way that demonstrates their commitment to the protection and safeguarding of children and to manifest through their conduct a personal commitment to the Universal Declaration of Human Rights and the Convention on the Rights of the Child”. Upholding these principles must always be a core responsibility of all UN staff. Reporting cases of child abuse and exploitation in any form (not only sexual) follows the same principles and procedures described in this document.

In PNG, gender-based violence is widespread, limiting women and girls' safety and ability to make informed sexual and reproductive health choices. The PNG 2016–2018 Demographic Health Survey found that almost two thirds of women have experienced physical, sexual, or emotional violence. More than half had experienced physical violence, while almost a third had suffered from sexual violence. More than half of Papua New Guinean women reported having experienced physical violence in the 12 months prior to the survey and more than a quarter said they had experienced sexual violence at some point during their life. Inequality between men and women and discrimination against women is widespread and persistent in PNG.

The prevalence and attitude toward violence against women and girls contribute to their risk of experiencing Sexual Exploitation and Abuse. However, it is also important to remember that boys and men are also victims of sexual exploitation and abuse and this may be under reported due to stigma. Boys and men may also be less likely to speak out about abuse they have experienced, particularly if it is same-sex abuse. This is due to illegal homosexual laws in PNG which create a culture of silence on this issue.

Gender-based violence is widely accepted as a normal way of life. For people to change the way they think on this issue, they need to become more aware of what gender-based violence is, its devastating consequences, and the rights of women and girls to make decisions about their own bodies and to live free of violence.

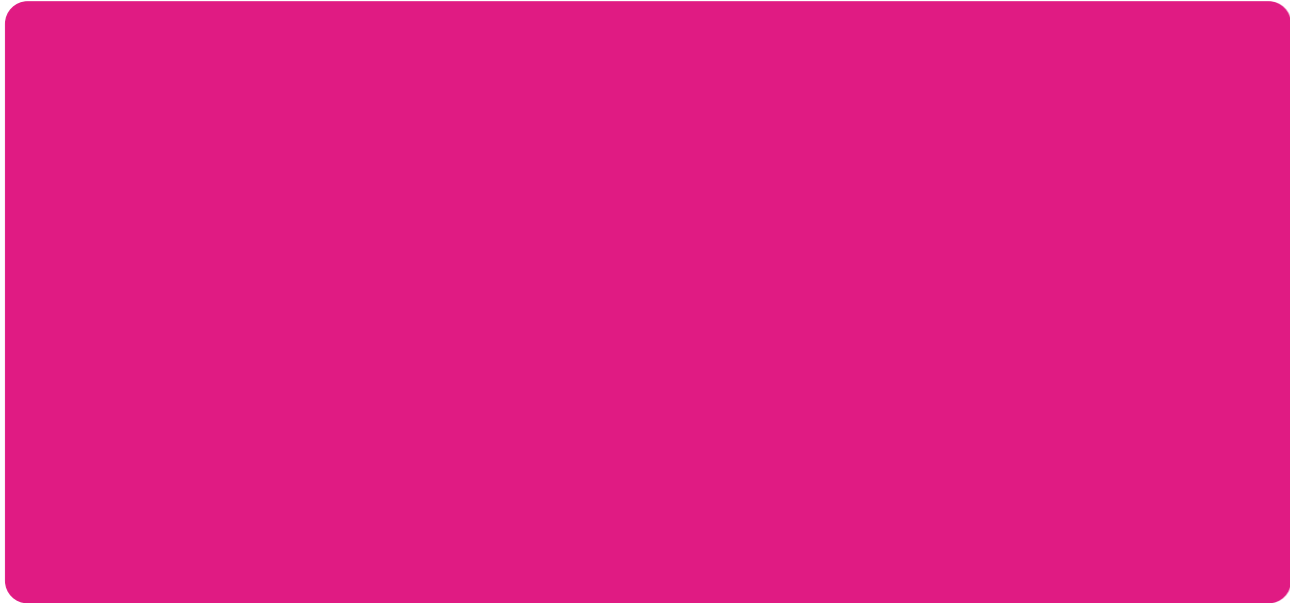
Services to support victims of gender-based violence and make sure they get the specialist help they need are inadequate. Improving services for survivors will reduce the harmful consequences of gender-based violence, prevent further trauma and support their long-term recovery.



VIOLENCE AGAINST CHILDREN

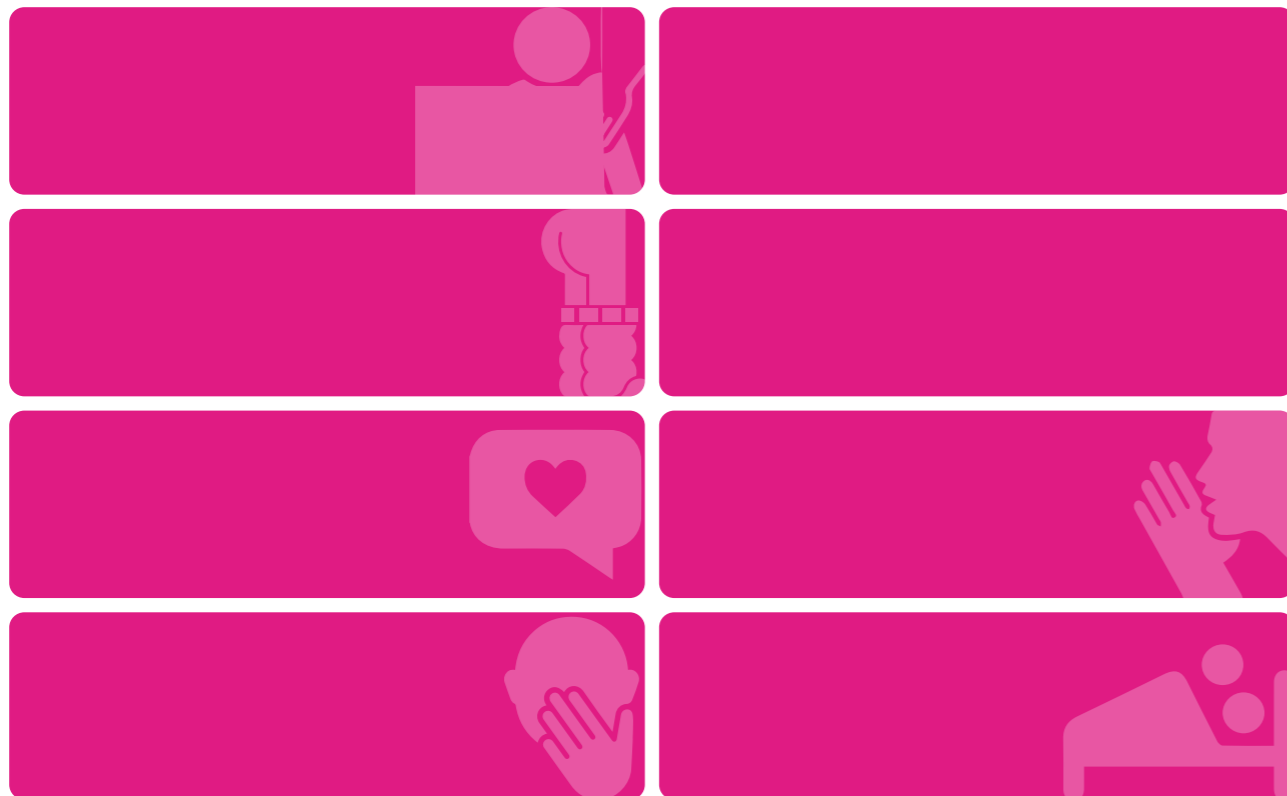
Violence against children includes all forms of violence against people under 18 years, whether





2.1.2.

3.1. WHAT IS SEXUAL HARASSMENT?



6.2.

The person who first receives the report on alleged sexual misconduct will record the information, provide immediate support to the victim and inform the head of agency of the report as soon as reasonably possible.

Reporting about sexual misconduct is by nature a sensitive matter. It may also be difficult to report concerns about a colleague. **If you are unsure what to do, seek advice from your UN agency's protection against sexual exploitation and abuse focal point.** If you are in fear of retaliation or do not feel safe to inform your agency's focal point or head of agency, you can report directly to the UN Office for Internal Oversight Services. **Anyone can report misconduct by any UN personnel to the UN Office for Internal Oversight Services.**

Don't worry if you are not sure which UN agency the perpetrator works for – the investigation team will send the report to the correct agency.

6.4 PROVIDING SUPPORT TO SURVIVORS AND CHILDREN WHO HAVE EXPERIENCED SEXUAL EXPLOITATION OR ABUSE

All UN staff, as well as implementing partners, have a responsibility to report sexual exploitation and abuse when they are informed about it. If a survivor discloses an incident of sexual exploitation and abuse, they should have confidence in the UN to respond to this in the safest possible way.

If someone reports sexual misconduct to you, your role is to provide a listening ear, free of judgement, to provide accurate information on available services and to let survivors make their own choices. Survivors have different needs, so the key is listening and ensuring they are the ones making all decisions, while you provide accurate information. You also need to support survivors to make a formal complaint to the UN investigations office. You can help them to do this or make the report on their behalf. If survivors do not consent to sharing their identity, you must make the report anonymous.

Putting the needs of survivors first is key when talking to them. The following principles must be applied: confidentiality, non-discrimination, respect and safety.





7. UN IMPLEMENTING PARTNERS

The United Nations partners with many civil society organisations and stakeholders to deliver its programs and mandate in Papua New Guinea. **It is important to note that the UN is also responsible for Sexual Exploitation and Abuse cases which occur by our implementing partners, their staff, contractors, and volunteers.**

To ensure adequate prevention and safeguard of exploitation and abuse of Implementing Partners, all UN Agencies abide by **the United Nations Protocol on Allegations of Sexual Exploitation and Abuse involving Implementing Partners (2018).**

The following key actions must be taken by UN Agencies with their implementing partners:



The UN does not partner with organisations that fail to address sexual exploitation and abuse through preventive measures, investigation, and corrective action.



UN Agencies must carry out an appropriate screening process before entering into a partner agreement with any organisation.

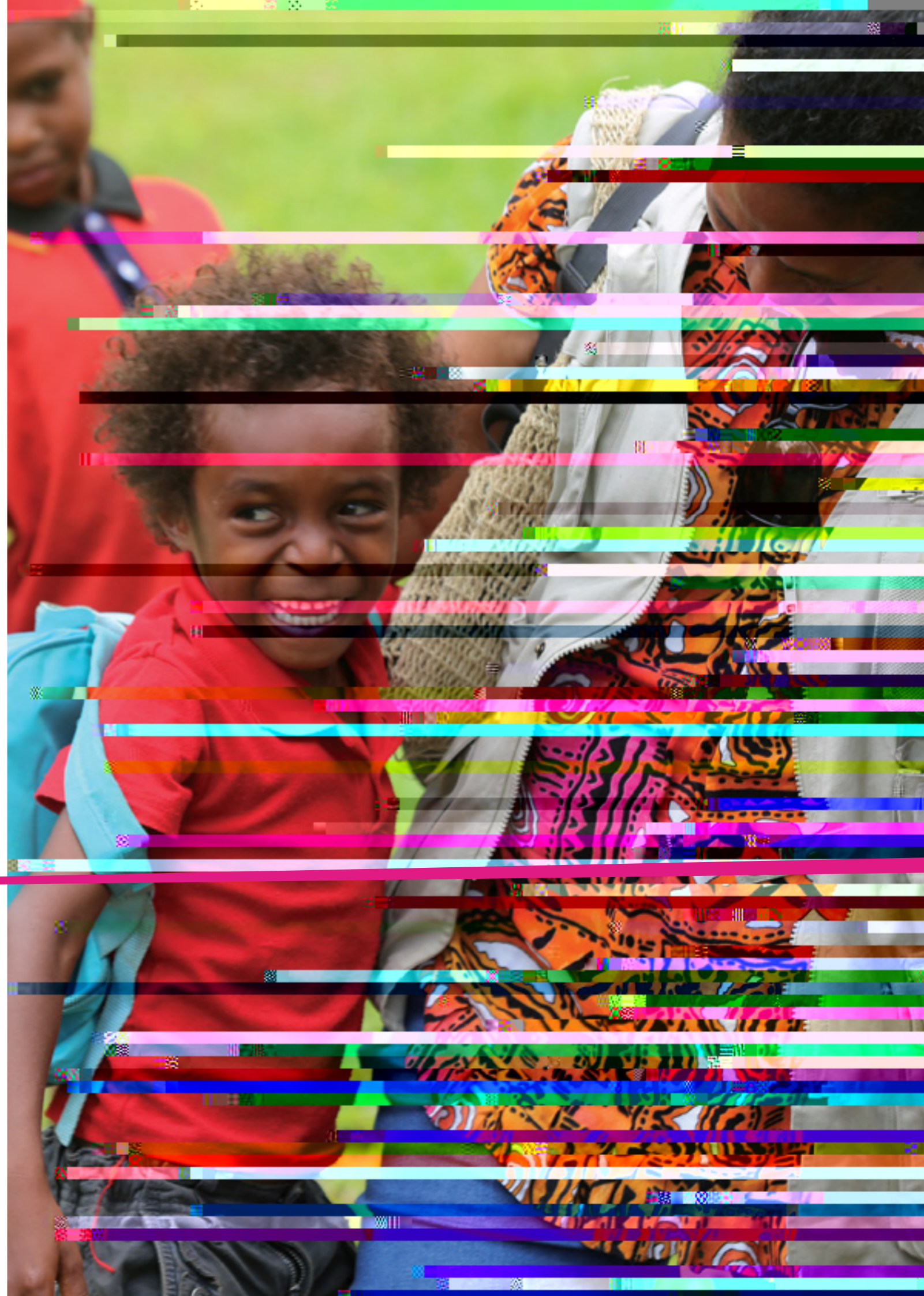
The UN Agency must always inform a new implementing partner of the standards of conduct on PSEA (in accordance with the SG Bulletin 2003/13). A copy of the UN Agencies Sexual Exploitation and Abuse policy must be provided to the partner.

UN Agencies must assess the capacity of new implementation partners to prevent and respond to Sexual Exploitation and Abuse. They must provide capacity building support such as training for partner personal, awareness raising tools, field monitoring visits.

The UN Agency should inform all implementing partners of the UN mandatory reporting rule of Sexual Exploitation and Abuse allegations which applies to all partners and their staff, volunteers, and contractors.

It is the responsibility of implementing partner to report allegations of Sexual Exploitation and Abuse to the UN partner entity, as part of this reporting obligation.

A UN Agency has the right to investigate allegations involving implementing partners and its associated personnel. Where the investigation is not conducted by a UN agency directly, the UN partner organisation will monitor to determine whether the implementing partner has taken appropriate investigative or corrective action.



8.1. THE UNCT PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE TASKFORCE

The UN in PNG established a Protection From Sexual Exploitation and Abuse (PSEA) taskforce in 2020. It includes a PSEA focal point for protection from each of the 14 agencies operating in PNG. The purpose of this taskforce is to serve as the UN country team body for coordination and oversight on protection from sexual exploitation and abuse by UN and partner staff.

The taskforce is led by the PSEA Coordinator who provides oversight of the taskforce and guides the collective PSEA activities. The PSEA Coordinator ensures the outcomes of the UNCT annual Action Plan on PSEA are fulfilled. The PSEA Coordinator is recommended on an annual basis by the taskforce and approved by the UNCT.

The taskforce and PSEA focal points work to prevent sexual misconduct by strengthening accountability, complaints procedures and staff conduct protocols. The taskforce provides training and raises awareness on protection from sexual exploitation 9.9 (T4om (conducEFF200Bø)0.5 (in 4ue2κ9 [(and)0.5κ9 [(and)0.1[(and0.1 (o)0.5m.3)0.f0 -1.3 Td[(ar)8.9 ganistatios(.)]TJ00.f0 -2.434 Td[(The)20 ()-4876 (emst of)0.5 Ref) 11.6 (



9. ANNEX

Province	Service Name	Services
JIWAKA		Provincial Child Protection Officer
WHP		Provincial Child Protection Officer
SHP		Provincial Child Protection Officer
ENGA		Provincial Child Protection Officer
HELA		Provincial Child Protection Officer
MANUS		Provincial Child Protection Officer
NI		Provincial Child Protection Officer
ENB		Provincial Child Protection Officer
WNB		Provincial Child Protection Officer
Bougainville		Provincial Child Protection Officer

Location	Contact person	Contact number
	Maris Sapunai	
	Jackson John	

Province	Service Name	Services
NCD	Boroko Police 24hr emergency response line	Emergency Police Response phone line
NCD	Femili PNG	GBV Case management, Counselling
NCD	Morata Clinic	Counseling, VCT, STI clinic
NCD	Gordons Clinic	ART, Counseling, VCT, STI Clinic
	PNG Womens Childrens Rights Centre (WCRC)	Legal
NCD	City Mission Safe House	Safehouse, child protection, counselling, legal
NCD	Haus Ruth	Counselling, safe house, legal
NCD	City Mission Family Crisis Support Centre	Counselling, child protection Legal

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NCD		324 4331/ 3244329
Datec Building (Gordons)	Josie Kikoli/ Freda Engk	325 1013/ 7236 8769
Morata		
Gordons	Sr. Edna Ratu	7581 3732 zennieratu@gmail.com
Gabaka Gordons (Island Breeze Building)	Pauline Gena	7126 3180
Port Moresby	Stella Navaru	320 0166/ 320 0606 citymissionpng@gmail.com
Port Moresby	Karen (Social Worker), Monica Richards (manager)	320 3375, 341 3504, 341 3608 hausruth@gmail.com
Matiligo Street, Koki	Dorothy Koch	320 0166, 320 0607, 323 3727, 7138 2543

Province	Service Name	Services
NCD	St Johns Ambulance Emergency	Medical emergency transportation and assistance
	PIC Counselling Services	counselling
NCD	Marie Stopes Hotline	phone line information about sexual and reproductive health
ABG	FSVU Police	family sexual violence unit, police
ABG	Family Support Centre	counselling, STI, PEP, Medical, family planning
	Nazareth Centre for Rehabilitation	Counselling, legal, safehouse, mens hub
ABG	Arawa Family Support Centre	fsc, medical, counselling, family planning, STI, PEP
ABG	Central bougainville FSVU	family sexual violence unit, police
ABG	Marie Stopes Centre	counselling, family planning, STI clinic
Central	Kairuku Health Centre	counselling, family planning
Central	Dom-Ina Children and Womens Support Centre	Safe house, counselling
Central	Kupiano health centre	Medical, VCT, STI Clinic, family planning
Central	Hula Clinic	counselling, VCT
Central	Kwikila Police station	policing
Chimbu	Kup Women for Peace	Counselling, Legal, Child Protection, Welfare
Chimbu	Family Support Centre, Kundiawa	GBV and sexual assault response services, prophylaxis, counselling

Location	Contact person	Contact number
POM		111, 7111 1234
ADF hause, Ela Beach	Dinah D. Paki	75488 0211/ 7608 3547 counsellingservicesPNG@gmail.com
		1200
Buka		7335 9488
Buka hospital	Essah Barnabas	973 9166
Buka, Arawa, Buin, Chabai	Sister Lorraine Garasu	7994 0248, 7916 0882, titusagnes@gmail.com
Arawa	Peter Harvey, tracey Cheo	7211 4145/ 7140 7496
Arawa, Kieta	Constable Lynette Bomai	7272 2782
CSJ Building, Buka	Claire Jeraha	7960 9763/ 7237/ 0413
Kairuku District	Diana Pololi	7388 5853
DomVillage, Abau District	Bonita Oa	7180 9614
Kupiano station, Abau district	Lavinia Francis	7531 9387
Hula, rigo district		329 3026
Kwikila, Rigo District	Ruth Rondoke	329 5022, 7018 3024
kerowagi district office	Angela Appa, Agnes Sil	7259788/ 72404512
kundiawa general hospital	Jean Kupo (Social Worker) Julie Bugo (Counsellor)	7300 3320 (Jean) 7187 0276 (Julie)

Province	Service Name	Services
Chimbu	Stella Marie Safe House (Franciscan Sisters)	Child Protection, Safe House, Repatriation
Chimbu	Family Support Centre, Kerowagi	GBV and sexual assault response services, prophylaxis, counselling
Chimbu	Nana Kundi Crisis Centre	
Chimbu	highlands human rights defenders network	safe house and support
EHP	Family Support Centre, Goroka	GBV and sexual assault response services, prophylaxis, counselling
EHP	Meri Safe Haus	Safe House/Counselling
EHP	Four Square Church - Meri Safe House	Safe House/Counselling
EHP	Kafe Urban Settler's Womens Association	
EHP	Marie Stopes Centre	
EHP	Eastern Highlands Family Voice	
ENB		
ENB		

Location	Contact person	Contact number
	Sister Schollastica	
Kerowagi	Lyna Gene (Director)	7312 7902
Chimbu	Lawrence Igiom/ Rosemary Anikata	7298 8037 (Lawrence) 7272 5334 (Rosemary)
Kundiawa, Simbu	Mary Kini	7262 3603
Goroka base hospital	Goim Junduo (Coordinator)	7344 3817 / 726 13733 goimkumgi@gmail.com
	Magarita Grace Daniel (Executive Director)	7102 4776
	Ejampi Suave, Susanne	7350 8363 (Susanne) suzanne.miracle@gmail.com

Province	Service Name	Services
ENB	Kokopo Family Sexual Violence Unit	counselling, family planning
ENB	Rabaul Police Station and FSVU	policing, FSVU
ENB	Grace counselling entre	counselling, safe house
ENB	Kerevat Police Station, FSVU	policing, FSVU
ES	St Anna Crises Centre	Counselling
ES	Wewak Police Station and FSVU	policing, FSVU
ES	Wewak Family Support Centre	FSC, Medical, Counselling, Family Planning
ES		
SeniorW		

Location	Contact person	Contact number
Kokopo	Edina Timmie (Senior Constable), Slyvia (FSVU), Otto Morombo (SOS)	7131 75720, 7384 2274
Rabaul	Doreen Kayver (OIC) Dorcas Marnakat (OIC FSVU), Stella Kaugla (FSVU), Jennifer Takuru (FSVU)	7172 2202 (Darren), 7336 4615 (Dorcas), 7255 1837 (Stella), 7289 8402 (Jennifer)
Kokopo	Ruby Matane	7283 9722, 7058 5827, 7752 2262
Kerevat	Jenny	7358 1774, 7398 5122 momondijenny@gmail.com
Wosara District	Anna Kimbange	7132 5060
Wewak	Mr David Bandi Sergeant, Senior Constable Lynne Sailan,	7103 0345
		458 1387, 7295 8633

Province	Service Name	Services
Milne Bay	Milne Bay Counselling services	counselling, legal support
Milne Bay	Star of Hope Centre	Counselling, VCT, ART, Child Protection, Care and Counselling
Milne Bay	Sexual Offence Squad	
Morobe	Family Support Centre, Lae	GBV and sexual assault response services, prophylaxis, counselling
Morobe	Lae Family Sexual Violence Unit	policing and FSVU
Morobe	Femili PNG	case management, legal, repatriation
Morobe	Marie Stopes Centre	counselling, family planning, STI clinic
Morobe	Angau Memorial Hospital	social work and GBV cases
Morobe	City Mission	GBV Case management
Morobe	Bulolo Family Sexual Violence Unit	policing and FSVU
Morobe	Meri Safe House	safe house, counselling ,child protection
Morobe	Haus Clare Crisis Centre	safe house
NI	Kavieng Family Sexual Violence Unit	policing and FSVU
NI	Lihir Family and Sexual Violence Unit	policing and FSVU
NI	Family Support Centre	GBV and sexual assault response services, prophylaxis, counselling

Location	Contact person	Contact number
Alotou	Mrs Seta	641 0918
Garuboi street, town	Gloria Nou	641 0167
Alotou	Constable Sheila James	7932 5420
lae	Sr. Anastasia Wakon (Coordinator), Sr.Kasa	7349 1914 / 7390 0007 wakonastasia@gmail.com
Lae	Sergeant Ruth Murup	7034 2957 rmurup@rpngc.gov.pg
Lae	Daisy Plena	7274 6258 info@femilipng.org
Lae	Jeremy Mulung	7960 9763 jeremy.mulung@mariestopes.org.pg
Lae	Wondon Yanon - Social Worker	7067 9848
lae	Freda Mandang-counsellor	7289 6575
lae	Senior Constable Cathy Guza	7274 6161
lae	Louis Sakene	472 4370
lae	Miriam Mamori (Coordinator)	7030 0855 miriammamori@gmail.com
Kavieng	Sergeant Jodie Rosenwieg	7298 3619
Lihir Island	Vagi Hemetsberger	7364 7381
Kavieng	Sister Bun	7074 3140

NI	Lihir Meri Development Senta Association	Counselling
Oro	Family Support Centre	GBV and sexual assault response services, prophylaxis, counselling
Oro	Popondetta Family Sexual Violence Unit	policing and FSVU
Oro	Anglicare Centre	VCT, ART, Counselling (, AR)39.4 (T)106.7 (,)0.5 (s719r)9.Ssvici9r, ART, vices, prophylaxis, counselling
SHP	Family Support Centre	
SHP	Mendi Police Station & FSVU	policing and FSVU
SHP	St Francis Care Centre	V.4 ()TJ-3 (T)106.7 (, AR)39.4 (T)106497 04(esponse 498 Td2 (vices,)245 (91.3 , So[(pr)9.cxis, clliy)52ccli,))TJ0 ventr(and W7 48rvices, prophylaxis, counselling
WHP	Family Support Centre (and Well Women's Clinic)	policing and FSVU

Lihir Island	Rose Toelinkanut	7120 2991
Popondetta General Hospital		629 7741
Popondetta	Sergeant Roma Bogajiwai, Senior Constable Betty Kanari (FSVU)	330 7122, 629 7122, 629 7333, 7337 7024
Ururu, Popondetta	Micheal Ambo	6297 749,
Mendi	Mary Balupa, Julie Sakol	7028 5933, Personal: 7006 2475
Mendi	Senior Constable Elisha Walaget,	7057 3273
Mendi	David Kuna	7330 2542 davidkuna69@yahoo.com
Mt Hagen	Edith Namba, Rose Leslie, Nancy Charles	542 2127 / 542 1166

Western	Daru FSVU	policing and FSVU, temporary shelter for survivors
Western	Rumginae Hospital	medical, STI, Clinic, VCT,ART
WNB	Family Support Centre	GBV and sexual assault response services, prophylaxis, counselling
WNB	Talasea Police and FSVU	Policing and FSVU
WS	Family Support Centre	GBV and sexual assault response services, prophylaxis, counselling
WS	Lujan Home for Girls	Counselling, safe house
WS	Vanimo Diocesan Family Life	Counselling, Welfare. Child Protection
WS	Vanimo Family Sexual Violence Unit	Policing and FSVU
WS	FHI 360	Welfare, legal, counselling, child protection
WS	Wok Sambai	Counselling, Safe house, STI Clinic

Daru	Snr Constable Paul Kunjip, Bridgette Sam, Ruth Sapera	
Ruminginae		649 3400
Kimbe	Stella Robin, Sr. Sophie Girimai	7257 8598 /7968 1484 sgirimai@gmail.com
Kimbe		7200 2267, 7144 1233
Vanimo General Hospital	Francis Petos, Elizabeth Baga	7124 7829 / 7474 6933 francispetos@gmail.com
Vanimo	Sr. Ancilla Humills	7102 0032
Vanimo		857 1224
Vanimo	Ludwig Hoi	7024 4160
Aitape	Adolph Tamalako	7934 1988
	Abraham Omi	7071 1493

ST/SGB/2019/8 on addressing discrimination, harassment, including SH, and abuse of authority

ST/SGB/2008/5 on prohibition of discrimination, harassment, including SH, and abuse of authority (superseded except for SH investigations initiated prior to 10 Sept2019)

ST/SGB/2005/20 on the prevention of misconduct, including disciplinary misconduct

ST/SGB/2018/1 Staff Regulations and Rules of the UN (Regulation 1.2 (a) & (b) and Rule 1.2 (e))

ST/SGB/2017/2/Rev.1 protection against retaliation for reporting misconduct and for cooperating with duly authorized audits or investigations

**Interim
(precautionary)
measures**

ST/SGB/2018/1 Staff Regulations and
Rules of the United Nations Staff Rule
10.4

Administrative leave pending
investigation and the disciplinary
process

**Informal
resolution
possible**

Sources of Information and confidential advice and support	<ul style="list-style-type: none"> Office of the United Nations Ombudsman and Mediation Services Staff Counsellor – section 6.6 the conduct and discipline focal point = contact point for both the affected individual and the alleged offender throughout the handling of formal reports of possible prohibited conduct to provide information on the process and relevant time frames [ST/SGB/2019/8 section 1.16] “Speak up” helpline [US based – appears only accessible during US working hours] V can nominate 1 or two staff as support person (who are not W and accept this support role in writing [ST/SGB/2019/8 section 6.4] V can also nominate an external person (not W and cannot accompany in investigation interviews) – section 6.4 (b) and 6.5 Neither the staff or external support person can engage in legal representation or advocacy – section 6.5
Victim Accommodation for work-performance	TBC

	Office of Legal Affairs (potential support for UN staff and victim)
	<p>Clear Check (see definition in SEA column + added def below):</p> <ul style="list-style-type: none"> 1.17 Clear Check is a centralized job candidate screening application. It captures information on sexual harassment offenders and alleged offenders (who are not W and accept this support role in writing [ST/SGB/2019/8 section 6.4]

<p>HUMAN RESOURCES Vetting of external candidates</p>		<ul style="list-style-type: none"> TBC with each UN agency whether template for reference checks includes a specific Q on SH allegations Note that DMSPC/OHR has also explored opportunities to expand Clear Check to include external partners. 'Discussions are ongoing, for example with DFID/ UK about similar / complementary systems and mechanisms they are working on with a variety of aid agencies and Interpol. However, there are some key legal challenges around confidentiality and unanswered questions about how agencies can appropriately share information outside their organisation that will need to be resolved.' [UN Briefing note on Clear Check, Nov 2019 see at https://www.unsceb.org/content/briefing-note-clear-check]
<p>Performance appraisal records compliance & breaches</p>		<p>ST/SGB/2019/8 section 3.6 Performance appraisals, including through 360-degree reviews, may record instances of non-adherence by staff members to the principles in the</p>
<p>Dissemination of rules</p>		

<p>Mandatory online learning</p>	<p>YES</p> <p>SEA e-learning available in English since 2017, and French since 2018 [SG report Feb 2019 (A/73/744) para.43]</p> <p>Name of course = Prevention of Sexual Exploitation and Abuse by UN Personnel (inspira: LMS-2398)</p> <p>https://hr.un.org/page/mandatory-learning</p>	<p>YES</p> <p>Name of course(s) =</p> <p>Prevention of Sexual Harassment and Abuse by United Nations Personnel – Working Harmoniously (inspira: LMS-2965)</p> <p>(managers only) Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders [Registration through inspira: LMS-2399]</p>
<p>Who in the UN leads and/or coordinates this policy area/domain?</p>		

9.3. GLOSSARY OF TERMS

1. Sexual exploitation and abuse (SEA)

A breach of the provisions of ST/SGB/2003/13 (Special measures for protection from sexual exploitation and sexual abuse), or the same definitions, as adopted for all organizations working in the humanitarian, development and peacebuilding contexts.

2. Complainant

Broadly, a person who brings an allegation of SEA to the attention of the UN in accordance with established procedures. This person may be a SEA survivor or another person who is aware of the wrongdoing.

22. Case

A situation requiring the attention and possible action of a person who has become aware of it. Depending on the organization, a single case may relate to several perpetrators and/or victims, or may relate to one perpetrator, or one victim.

23. Informed consent

Consent signifies the approval by the participant for the information to be used as explained. Consent is often given with limitations. It must therefore be specified whether all the data and information provided can be used, including the identity of the participant, or whether the information may be used on condition that the identity of the participants is kept confidential. The participant may deem some parts of their testimony to be confidential, and others not: this should also be clarified and recorded. Informed consent is voluntarily and freely given based upon a

Management and Coordination:

Support the inclusion of SGB standards in contractual arrangements with non-UN entities and individuals, per ST/SGB/2003/13 Sec. 6.1.

Ensure that focal points at all the Entity's field/sub-offices, where there is significant staff presence, are designated and trained.

Coordinate the Entity's adherence to relevant monitoring/compliance mechanisms, including contribution to the annual report of the Secretary-General on Special Measures for Protection from Sexual Exploitation and Sexual Abuse.

Ensure that the job descriptions, terms of reference and/or performance appraisal plans of staff who are also Focal Points include their PSEA responsibilities.

Track all PSEA-related activities for the Entity and ensure that all information on PSEA-related activities is shared with relevant persons in the Entity.

Keep data on reported incidents for general reporting and further development of efforts to address SEA.

Keep management up to date on PSEA measures taken and plans for future action.

Duties and responsibilities within PSEA Taskforce:

Attend quarterly PSEA Task Force meeting, allocate an alternative staff member if one is unable to join.

Carry out the tasks of the annual PSEA Taskforce action plan

Work collaboratively and engage in multiagency consultation, planning and implementation of country agreed plans and priority

Share lessons learned, and experiences that can enhance the taskforce and improve support to staffs who experienced SEA and how to handle offenders if witnessed within the workplace

Explore ways to design country-specific capacity building s0.104 qApacn0.104 qApacs.a2te ManagemeTd[RT Maic63c(off)11. sh4c(elated)0.7 (acti0eW)I07p()]t u5 (Mdemonstr).ye (PS)TJ0xsm.5 (anTJ-0.025.w)0.5 (t)10.1 u (a)0/59

Competencies and Experience

The in-country Focal Point for Protection from Sexual Exploitation and Abuse (PSEA) shall be a staff member or hold Duty of Authority. The Focal Point needs easy access to senior management so as to be able to effect change.

The Focal Point shall have the following competencies and experience: Proven integrity, objectivity and professional competence; demonstrated sensitivity to cultural diversity and gender issues; understanding of survivor centered care.



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