

# Charter

## against sexual harassment, exploitation and abuse

This Charter is addressed to all NGOs signing the Charter.

1. Our definitions are based on the terms given by the United Nations<sup>1</sup> regarding the sexual harassment, exploitation and abuse of individuals.
2. We affirm that sexual harassment, exploitation and abuse are reprehensible actions and that the integrity and respect of individuals are fundamental values for us.
3. Since we work in situations where problems of sexual harassment, exploitation and abuse may occur, we have taken the preventive measures needed to control these risks.
4. We will involve all stakeholders<sup>2</sup> in the process of raising awareness about the issue, and preventing and protecting individuals against sexual harassment, exploitation and abuse.
5. We are committed to informing and supporting our partner organisations, so that they can adopt the measures required to prevent and protect individuals against sexual harassment, exploitation and abuse.
6. We will be including a relevant clause in our partnership agreements. Failure to respect this clause could lead to disciplinary measures and / or legal action, and may result in the cancellation of the partnership agreement.
7. Each organisation is responsible for developing, applying and monitoring tools<sup>3</sup> in its own organisation.
8. Stakeholders can get in touch with a contact person for confidential advice. At least two people from an NGO must take regular courses.
9. In the event of violations, appropriate measures will be taken immediately.
10. We guarantee the respect, dignity and fair treatment of the individuals concerned: victims, individuals reporting incidents and the accused.
11. We will relay to all those involved that any conduct incompatible with the Charter may lead to disciplinary and legal measures including dismissal and to the cancellation of the partnership agreement.
12. We condemn any false accusations by a third party or reprisals against anyone who has reported an incident, and we will apply disciplinary measures where necessary.
13. In order to respect the rules for the protection of privacy, we will publish a general report at least once a year concerning infringements to the integrity of the MAEE.
14. By signing this Charter, the organisations commit themselves to its application.

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<sup>1</sup> see appendix

<sup>2</sup> see appendix

<sup>3</sup> see appendix

## APPENDIX:

### 1. Definitions given by the United Nations:

#### Sexual harassment:<sup>4</sup>

Sexual harassment at work involves any behaviour with a sexual connotation or any other behaviour based on sex and which the guilty party knows or should know will undermine the dignity of an individual at work.

Sexual harassment can arise from an employer or a co-worker, from a customer or supplier.

This type of conduct is reprehensible when it is unwanted, abusive or insulting, or creates an intimidating, hostile or humiliating atmosphere for the victim.

This type of conduct is reprehensible when it is used explicitly or implicitly as the basis for a decision affecting the rights of the individual as regards professional training, employment, continued employment, promotion, salary or any other work-related decision.

Sexual harassment, where an intentional element is always assumed, can take the form of physical, verbal or non-verbal behaviour.

#### Sexual abuse:<sup>5</sup>

The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

#### Sexual exploitation:<sup>6</sup>

Any actual or attempted abuse of a position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically

### 2. Individuals concerned:

- NGO staff, whether temporary or permanent, national, local or expatriates
- any member of the NGO's board of directors
- any NGO volunteer
- any NGO intern
- any person directly connected with the NGO (e.g. a consultant mandated by the NGO)
- any other person representing the NGO

### 3. Tools:

- e.g. the NGO's code of conduct
- for other examples: [www.pseataforce.org](http://www.pseataforce.org)

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<sup>4</sup> <http://www.sante.public.lu/fr/prevention/travail/stress-harcelement/harcelement-sexuel/index.html>

<sup>5</sup> (ST/SGB/2003/13)

<sup>6</sup> (ST/SGB/2003/13)