

| PSEA FRAMEWORK

1. Prevention

- a. **Vetting:** AIDMI systematically vets all prospective job candidates in accordance with established screening procedures.
- b. **Training:** AIDMI holds mandatory induction and refresher trainings for all team members and related personnel on the organisation's SEA policy and procedures. The e-course on PSEA that UNICEF is offering on online platform is mandatory for AIDMI team members.

2. Response

- a. **Reporting:** AIDMI has safe, confidential and accessible mechanisms and procedures for team members, service receivers and providers, and communities, including children, to report SEA allegations that and ensures that service receivers are aware of these.
- b. **Investigation:** AIDMI has a process for investigation of SEA allegations in place and shall properly and without delay conduct and investigation of SEA by its team members or related personnel or refer to the proper investigative body if the perpetrator is affiliated with another entity.
 - i. Referral to Government authorities: if, after proper investigation, there is evidence to support allegations of SEA, these cases may be referred to authorities for criminal prosecution.
 - ii. Victim assistance: AIDMI has a system to promptly refer SEA survivors to available services, based on their needs and consent.
- c. Cooperative arrangements: All AIDMI contracts and partnership agreements include a standard clause requiring contractors, suppliers, consultants and sub-partners to commit to a zero-tolerance policy on SEA and to take measures to prevent and respond to SEA.
- d. The failure of those entities or individuals to take preventive measures against SEA, to investigate allegations thereof, or to take corrective action when SEA has occurred, shall constitute grounds for termination of any cooperative arrangement.

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PREVENTION OF SEXUAL EXPLOITATION AND ABUSE (PSEA)

AIDMI's Policy



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| OBJECTIVE

Zero tolerance for sexual exploitation and abuse (SEA) for all AIDMI team members and related personnel and ensure that roles, responsibilities and expected standards of conduct in relation to SEA are known within AIDMI. To create and maintain a safe environment, free from SEA by taking appropriate measures for this purpose, internally and in the communities where AIDMI operates, through robust prevention and response work.

| REVISION DATE

Every year in the month of March.

| STATEMENT

SEA violates universally recognized international legal norms and standards and are unacceptable behaviors and prohibited conduct for all humanitarian workers, including for AIDMI's team and related personnel.

AIDMI has a policy of zero tolerance towards SEA. All AIDMI team members and related personnel are expected to uphold the highest standards of personal and professional conduct at all times, and to provide humanitarian assistance and services in a manner that respects and fosters the rights of beneficiaries and other vulnerable members of the local communities.

| SCOPE

This policy sets out AIDMI approach to prevent and respond to SEA. The policy applies to all team members and related personnel both on and off duty.

| DEFINITIONS

For the purpose of the present policy the term 'sexual exploitation' means 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 from the sexual exploitation of another.

Similarly, the term 'sexual abuse' means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

| COMMITMENT TO PSEA

AIDMI will make every effort to create and maintain a safe environment, free from SEA, and shall take appropriate measures for this purpose in the communities where it operates, through a robust PSEA framework, including prevention and response measures.

This PSEA framework, affirms AIDMI commitment to the UN Secretary General's Bulletin on Special Measures for protection from sexual exploitation and sexual abuse (ST/SBG/2003/13) and to achieving full, ongoing implementation on the IASC Six Core Principles relating to SEA.

| SIX CORE PRINCIPLES

1. SEA by AIDMI team members and related personnel constitute acts of gross misconduct and are therefore grounds for termination of association.
2. Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief regarding the age of a child is not a defense.
3. Exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behavior is prohibited. This includes exchange of assistance that is due to service receivers.
4. Any sexual relationship between AIDMI team members or related personnel and service receivers, assistance receivers or other vulnerable members of the local community that involves improper use of rank or position is prohibited. Such relationships undermine the credibility and integrity of humanitarian aid work.
5. Where AIDMI's team member or related personnel develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same organization or not, he or she must report such concerns via established reporting mechanisms.
6. All AIDMI's team members and related personnel are obliged to create and maintain an environment, which prevents SEA and promotes the implementation of this policy. Managers at all levels have particular responsibilities to support and develop systems which main this environment.