



Code of Conduct for the Protection of Beneficiaries of Assistance from Sexual Exploitation and Abuse

CISLAC'S ADOPTION OF THE USAID CODE OF CONDUCT

CISLAC has adopted the below excerpt from Section H.19 of the United States Agency for International Development's (USAID) code of conduct for the protection of beneficiaries of assistance from sexual exploitation and abuse in humanitarian relief operations.

The core principles, as identified by the USAID's Task Force on Protection from Sexual Exploitation and Abuse in Humanitarian Crises, include the following:

- Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment.
- 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 in the age of a child is not a defense;
- 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 beneficiaries.
- Sexual relationships between humanitarian workers and beneficiaries are strongly discouraged since they are based on inherently unequal power dynamics. Such relationships undermine the credibility and integrity of humanitarian aid work.
- Where a humanitarian worker develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same humanitarian aid agency or not, s/he must report such concerns via established agency reporting mechanisms.
- Humanitarian workers are obliged to create and maintain an environment prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Managers at all levels have particular responsibilities to support and develop systems which maintain this environment."

RECEIPT OF ACKNOWLEDGEMENT

I acknowledge that I have received a copy of CISLAC's Adoption of the USAID Code of Conduct, and I understand my responsibility to familiarize myself with and abide by its provisions.

Employee's Printed Name: _____

Employee's Signature: _____

Witness Signature: _____

Date: _____