SEXUAL HARASSMENT &
SEXUAL EXPLOITATION AND ABUSE
• UN Women works diligently to **end sexual and gender-based violence**. This work is a **fundamental pillar** of UN Women’s mission.

• In line with the new approach announced by the Secretary General, UN Women endeavors to **place the right and dignity of victims at the forefront** of its response efforts.

• UN Women will continue to implement **its zero tolerance policy** and will **take all necessary actions** that are within its purview.
THE POLICY FRAMEWORK

1. **Sexual Exploitation and Abuse**: Secretary-General’s Bulletin on “Special measures for protection from sexual exploitation and sexual abuse” (ST/SGB/2003/13)

2. **Sexual Harassment**: UN Women Policy on Workplace Harassment & Abuse of Authority.

3. **Retaliation**: UN Women Policy for Protection Against Retaliation.
THE INFORMAL AND FORMAL PROCESSES FOR REPORTING ALLEGATIONS OF SEXUAL HARASSMENT

INFORMAL PROCESS

Seek support from colleague/supervisor

Seek advice from Workplace Relations Advisor

Consult the Ombudsman

If the Informal Process does not resolve the complaint or grievance, or if either party does not wish to partake in the Informal Process, **the complainant may resort to the Formal Process**.

FORMAL PROCESS

Reporting to OIOS

Preliminary assessment by OIOS

Investigation by OIOS

Allegations substantiated:
OIOS submits investigation report to DMA who advises the HR Director.

Allegations NOT substantiated:
OIOS develops an internal closure note reflecting its decision.

HR informs complainant
The formal channel for reporting allegations of SEA and SHA is:

**The Office of Internal Oversight (OIOS)**

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**In 2017:**

- One case of SEA was reported (under investigation).
- No cases of SH were reported.
<table>
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<tr>
<th>SEXUAL MISCONDUCT</th>
<th>SEXUAL HARASSMENT</th>
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<td>▪ Regular ED’s <strong>town hall meetings</strong> on sexual misconduct;</td>
<td>▪ Active participant in the <strong>CEB Taskforce</strong> on SH &amp; Subgroups on Policy and Helplines;</td>
<td>▪ Active participant in the <strong>SEA Working Group</strong>.</td>
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<td>▪ February 2017: Establishment of the role of the <strong>Workplace Relations Advisor</strong> supporting training and communication on reporting on sexual misconduct;</td>
<td>▪ December 2016 – Launched the “Take a Stand” initiative;</td>
<td>▪ Co-chair of Subgroup on a <strong>Scoping Study on Gender and SEA</strong>.</td>
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<td>▪ In 2017: 20 field offices received <strong>training</strong> on misconduct including SEA and SH;</td>
<td>▪ March 2018: Appointment of the <strong>Executive Coordinator</strong> and Spokesperson on SH and other Forms of Discrimination;</td>
<td>▪ January 2017: Creation of a <strong>network of focal points on SEA</strong>.</td>
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<td>▪ June 2018: <strong>Handbook on policies and procedures</strong> for SEA and SH.</td>
<td>▪ May 2018: Executive Coordinator launched the “End sexual harassment” initiative.</td>
<td>▪ February 2018: Establishment of the <strong>PSEA mandatory training</strong> (translating it into French, Spanish and Arabic);</td>
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<td>▪ February 2018: Dissemination of “No Excuse” Cards and Posters.</td>
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NEXT STEPS

✓ Strengthening training, communications, counselling and investigations;
✓ Participating in the screening database on sexual misconduct;
✓ Inclusion of the Implementing Partner clause on SEA in agreements;
✓ Revision of UN Women’s Harassment and Retaliation Policies;
✓ Liaising with other entities of the UN System (pooling resources).