Statement on Protection from Sexual Exploitation and Abuse (PSEA) and response to Sexual Harassment (SH) for UNEP Personnel

DEFINITIONS

SEXUAL EXPLOITATION
- 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

SEXUAL ABUSE
- the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions

SEXUAL HARASSMENT
- any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation
- the manifestation of a culture of discrimination and privilege based on unequal gender relations and other power dynamics
- may involve any conduct of a verbal, non-verbal or physical nature, including written and electronic communications

PRINCIPLES
- Zero-tolerance policy towards sexual misconduct
- Sexual misconduct is unacceptable behaviour and prohibited for all UNEP personnel
- Perpetrators of sexual misconduct will be held to account
- UNEP adopts a victim-centred approach to sexual misconduct
- Respect the inherent dignity of victims/survivors of sexual misconduct
- Confidentiality of all complaints and information received from victims/survivors is key

PROHIBITED CONDUCT
- Unwelcome comments, jokes, sexually inappropriate conversation, gestures or actions about the physical appearance or sexual identity of an individual or group
- Written or any form of electronic communication of a sexual nature
- Sexual activity with children (persons under the age of 18) regardless of the local age of consent
- Sexual activity with anyone in exchange for money, employment, preferential treatment, goods or services or food
- Rape or attempted rape
- Threats of unwanted sexual acts
- Unwanted kissing, touching, grabbing, or rubbing

WHO IS INVOLVED?

SEXUAL HARASSMENT (SH)
- Perpetrator: UNEP Staff members
- Affected person (Sexual Harassment): Any UNEP personnel including interns, consultants, contract workers in the UN complex, UNVs

SEXUAL EXPLOITATION AND ABUSE (SEA)
- Perpetrator: UNEP staff members
- Affected person SEA: Beneficiaries of assistance

*NOTE
- Preemployment checks are conducted prior to rehiring known offenders

UN SECRETARY-GENERAL BULLETINS
ST/SGB/2003/13 Special measures for protection from sexual exploitation and sexual abuse
ST/SGB/2019/8 Addressing discrimination, harassment, sexual harassment, and abuse of authority

August, 2022
REPORTING SEXUAL MISCONDUCT

*You can report allegations of sexual misconduct anonymously*

Anyone who has knowledge of an incident of sexual misconduct should report to one of the following:
- Office of Internal Oversight Services (OIOS) oioshotline@un.org
- Executive Director of UNEP
- Conduct and Discipline Focal Point
- Line managers and Directors

*All reports should be made in good faith
*Strict confidentiality for all reports

### DIFFERENCE BETWEEN SEXUAL EXPLOITATION, SEXUAL ABUSE AND SEXUAL HARASSMENT

<table>
<thead>
<tr>
<th>Sexual Exploitation (SE)</th>
<th>Sexual Abuse (SA)</th>
<th>Sexual Harassment (SH)</th>
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<tbody>
<tr>
<td>Definition</td>
<td>Perpetrator</td>
<td>Perpetrator</td>
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<td></td>
<td>Victim</td>
<td>Victim</td>
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<td>Abuse of vulnerability, differential power, or trust</td>
<td>Any UN staff or UN related personnel</td>
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<td>Victim’s sexual activity generates benefits</td>
<td>Beneficiary of Assistance</td>
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<td>Physical intrusion of a sexual nature</td>
<td>Use of force or coercion</td>
<td>Unwelcome advance or conduct of a sexual nature</td>
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<td>Unwelcome advance or conduct of a sexual nature</td>
<td>Creates an intimidating environment or becomes a condition of employment</td>
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<td>Transactional sex: offering money, employment, preferential treatment, goods or services, or food in exchange for sexual activity</td>
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<td>Withholding due services or blackmailing for sex</td>
<td>ANY sexual activity with any persons under 18 years old regardless of legal age of consent (even if done unknowingly)</td>
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<td>Hiring prostitutes (even if legal in host country)</td>
<td>Unwanted kissing, touching, grabbing, or rubbing</td>
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<td>Threats of sexual exploitation</td>
<td>Raping or attempted rape</td>
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<td>Threats of an unwanted sexual act</td>
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<td>Touching, kissing or speaking inappropriately to a colleague at work</td>
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<td>Attempted or actual sexual assault</td>
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