

zero tolerance for sexual exploitation and abuse

know the rules: there is *no* excuse!

- ! At all times we must treat the refugee community and local population with respect and dignity.
- ! Sexual exploitation and abuse is unacceptable behaviour and prohibited conduct for all UNRWA and other UN personnel.
- ! Sexual exploitation and abuse threatens the lives and dignity of our beneficiaries, dramatically breaches trust and damages the reputation of UNRWA and the UN.
- ! All personnel must create and maintain a work environment that prevents unacceptable sexual behaviours. Managers at all levels have a particular responsibility in this respect.

SEXUAL EXPLOITATION AND ABUSE IS STRICTLY PROHIBITED AND CONSTITUTES SERIOUS MISCONDUCT.

- ! **It is strictly prohibited to engage in any forms of sexually humiliating, degrading or exploitative behaviour**, including during any delivery of assistance or provision of services to beneficiaries.
- ! **It is strictly prohibited to pay for sex with money, employment, preferential treatment, goods or services**, including sexual favours or sexual demands for UNRWA services.
- ! **It is strictly prohibited to have ANY sexual relationships with anyone under the age of 18 years.** Not knowing the person's true age is not an excuse.

I fully understand that:

- ! Involvement in any act of sexual exploitation and abuse will be investigated and disciplined if established.
- ! Sexual exploitation and abuse is serious misconduct and constitutes ground for the most severe disciplinary measures, up to and including summary dismissal.
- ! If I have concerns of sexual exploitation or abuse by anyone in UNRWA or another organization, regardless of their position, I must report the incident immediately to the Department of Internal Oversight Services or the Field Director.
- ! Failure to respond to or report misconduct is a breach of United Nations and UNRWA standards of conduct.

There is *no* excuse!