



Code of Conduct on Sexual Exploitation and Abuse for All IsraAID's Employees.

All Country Offices shall ensure that all international and national employees, volunteers, and service providers, receive an informative briefing about the present code of conduct, sign it and commit to abide by its terms.

IsraAID's Commitment

IsraAID works with vulnerable communities affected by conflict and displacement, who find themselves in situations where they can be exploited and/or abused.

IsraAID, as an International Non-Governmental Humanitarian Aid Organization working in **IsraAID [LOCATION]**, is committed to prevent and combat Sexual Exploitation and Abuse (SEA).

Sexual Exploitation includes all situations where a person in a position of power, authority or in control of resources, seeks or accept to provide protection, assistance in exchange for sexual acts or favors. It is the actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including profiting monetarily, socially, or politically. Irrespective of authority, position, influence, or trust, sexual exploitation can also occur through pressure, force, and manipulation.

Sexual abuse means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions, and include inappropriate touching. SEA are acts of unacceptable behaviors and prohibited conduct for all IsraAID's staff and consultants.

IsraAID is committed to promote an environment in which all its staff, including temporary consultants, uphold the highest standards of professional and personal conduct.

Undertakings

IsraAID is guided by and hereby accepts the standards set out by the UN in ST/SGB/2003/13:

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 regarding the age of a child is not a defence.

Exchange of money, employment, goods, or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour 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 agency or not, he or she must report such concerns via established agency reporting mechanisms.



Humanitarian workers are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of their code of conduct.

IsraAID's personnel commits to:

- (1) Respect and promote the fundamental rights of all, without discrimination of any kind, irrespective of race, religion, gender, ethnicity, sexual orientation, political beliefs, social status or disability;
- (2) Treat all beneficiaries and other persons fairly and with respect and dignity, in accordance with the laws of **IsraAID [LOCATION]** international law and local customs;
- (3) Never commit any act of harassment that could result in physical, sexual, or emotional harm to individuals, especially women and children;
- (4) Never exploit the vulnerability of beneficiaries;
- (5) Never condone or participate in any corrupt or illegal activities;
- (6) Never engage in any act of Sexual Exploitation and Abuse (as define above), or any other related sexually humiliating, deprecating, and exploitative behavior;
- (7) Never engage in any type of sexual activities with children under the age of 18; mistaken belief in the age of a person cannot be considered as a defense;
- (8) Never use children or adults to procure sexual services to others;
- (9) Never exchange money, good, services, employment for sexual favors;
- (10) Never make use of brothels;
- (11) Never request sexual favors from beneficiaries in exchange of humanitarian assistance.

By accepting employment with IsraAID in **IsraAID [LOCATION]**, the personnel and consultants, accordingly assume the duty of humanitarian care and ethical conduct that goes with the responsibilities.

By signing this code of conduct, the personnel and consultants thereby signal their responsibilities to uphold their standards of behavior accordingly.

Name: _____

Position: _____

Date: _____

Signature: _____