

## | How are these terms defined?

- ❑ **Sexual exploitation** refers to any actual or attempted abuse of a position of vulnerability, power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.
- ❑ **Sexual abuse** is the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
- ❑ **Sexual Harassment** is any unwelcome sexual advance, request for sexual favor, verbal or physical conduct or gesture of a sexual nature, or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation to another, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment.



# | What is the difference between Sexual Exploitation & Abuse (SEA) and Sexual Harassment?

**SEA** occurs when a position of power is used for sexual purposes against a beneficiary or vulnerable member of the community. **Sexual harassment** occurs when differences in power between staff members, are abused (verbally, through touch, use of inappropriate images, etc.)

Sexual harassment is associated with the workplace. Not all sexual harassment involves an abuse of a position of vulnerability, differential power or trust or the actual or threatened physical intrusion of a sexual nature. If it does, it also constitutes sexual exploitation or sexual abuse.

Sexual harassment and sexual exploitation and abuse are all considered serious misconduct, whether perpetrated against a recipient of assistance or a coworker. Sexual harassment, exploitation and abuse violate human rights and are a betrayal of the core values of the United Nations.



## | Prohibited conduct includes but is not limited to:

- Sexual assault.
- Sexual activity with a child (a person under the age of 18). A mistaken belief that the child is over 18 is no defense. Even in a country where the age of majority or the age of consent is lower than 18, all UN-Habitat staff and other personnel are forbidden to have sexual activity with anyone under the age of 18.
- Demanding sex in any context or making sex a condition for assistance.
- Forcing sex or someone to have sex with anyone.
- Forcing a person to engage in prostitution or pornography.
- Unwanted touching of a sexual nature.
- Refusing to use safe sex practices.

NB: This is not an exhaustive list.



# Core Principles

Sexual exploitation and abuse constitute acts of serious misconduct and are therefore grounds for disciplinary action including summary dismissal, and criminal proceedings.

Exchange of money, employment, goods, assistance or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behavior is prohibited.

UN-Habitat staff create and maintain an environment that prevents SEA. Managers at all levels have particular responsibilities to support and develop systems that maintain this environment.

UN-Habitat staff have a duty to report any instance where they may suspect or detect signs of SEA.

## | Our Commitment

UN-Habitat is committed to ensure that all allegations of sexual harassment and SEA are responded to swiftly, appropriately and effectively.

In line with the Secretary-General's Bulletin "special measures for protection from sexual exploitation and sexual abuse" ([ST/SGB/2003/13](#)), UN-Habitat has established clear structures and procedures for ensuring compliance with the zero-tolerance policy :

- ✓ Conducting rigorous pre-employment checks of personnel to prevent the rehiring of known offenders
- ✓ Standard operating procedures are in place for submission and receipt of complaints, reporting, investigation and victim assistance.
- ✓ PSEA focal point is based at headquarters.



## | Our Commitment (continued)

- ✓ **Harnessing technology and innovation, including by adapting a cell phone-based application (SpeakUp App) to enable victims to report sexual exploitation and abuse faster, safer, and confidentially. This application also covers gender-based violence. In collaboration with its partners, UN-Habitat takes action to offer psychosocial assistance and medical treatment to victim/survivors.**
- ✓ **Making training on the prevention of sexual exploitation and abuse mandatory for all our staff and personnel. The courses stress the standards of conduct expected of all personnel, the consequences of breaching them, and the impact of sexual harassment, exploitation and abuse on those affected and their families.**

**No actions have been taken on PSEA internally beyond those described in the PSEA Action Plan; there have been no allegation of SEA involving UN-Habitat staff or personnel in 2020/ 2021 to date.**



# THANK YOU!

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