



The largest alliance of U.S.-based international nongovernmental organizations focused on the world's poor and most vulnerable people.

CEO Pledge on Preventing Sexual Abuse, Exploitation, and Harassment *by and of* NGO Staff

The CEO Pledge on Preventing Sexual Abuse, Exploitation and Harassment *by and of* NGO Staff represents our commitment to practices and policies that will not only protect our own staff, but also the communities we serve.

While standards and legal frames already exist, this pledge is our promise to take additional steps towards greater success. The language used allows flexibility in implementation at the organizational level, with a common commitment to develop collective solutions over multiple years.

As the CEOs of InterAction members, we:

- Are **committed to the establishment of working environments free from sexual abuse, exploitation, and harassment by and of NGO staff** within our organizations and the countries in which we operate.
- Commit to **strengthen our policies, procedures, accountability, and transparency of all incidents of sexual abuse, exploitation, and harassment**, no matter where they occur or the personnel involved. This includes examining and strengthening ways to **empower staff and the communities in which we work to report all incidents without fear of reprisal or punishment**.
- Will **create and proactively assure that reporting mechanisms are in place and that all staff understand their responsibility to report inappropriate behaviors**, including suggestive jokes or remarks on physical appearance to more egregious and serious behaviors such as assault, even if they are not the target of the behavior.
- Will assure a **review, as necessary, develop the appropriate policies on sexual abuse, exploitation, and harassment** to ensure inclusivity, promote diverse and safe environments, and outline roles and responsibilities for each member of the organization. As appropriate, we commit to sharing a version of those policies on our websites.
- Will **create mechanisms for feedback** across all offices to allow staff to speak or share information, including time for staff to speak one on one with leadership, including CEOs.
- Commit to **sharing the learning which emerges, including uncomfortable insights**, within a confidential learning space, so we can all benefit from each other's experiences and identify how to tackle this issue together



- Will **establish a reporting culture** within our organizations that supports confidential reporting of all allegations of misconduct, with regular updates to the CEOs.
- Will ensure our **training is adaptive, flexible, and properly resourced** so that it meets the needs of our staff, includes specialized training on bystander intervention, and empowers supervisors to prevent, respond to, and report incidents.
- Will **ensure a comprehensive review of our existing investigation procedures** related to sexual abuse, exploitation, and harassment by and of NGO staff with attention to ensuring appropriate confidentiality, legality, and privacy, supporting due process while mitigating against “victim blaming.”
- Recognize the immediate and long-term effects sexual abuse, exploitation, and harassment have on our staff and the people we serve, and we will ensure our organizations have **robust policies and funded mechanisms to provide the necessary medical and psychosocial support.**
- Commit to **informing the relevant authorities and cooperating in investigations**, when applicable and as necessary.
- Will seek to **develop a common reporting framework** to openly demonstrate our commitment to our staff and the communities with whom we work.
- Will publicize a consolidated incident report on **an annual basis**, ensuring that this report includes the appropriate relevant data and maintains confidentiality.
- Will investigate **mechanisms which will allow termination for cause** when investigations determine that a violation has occurred.
- **Reaffirm our expectation** to partners that they must take all appropriate measures to prevent sexual abuse, exploitation, and harassment of and by their staff.
- Will work together to develop practices that facilitate greater transparency regarding incidents in an effort to **prevent perpetrators from re-employment** within the sector.



Signatories

ACDI/VOCA: Sylvia Megret*, Interim President & CEO
Action Against Hunger USA: Andrea Tamburini*, CEO
Adventist Development and Relief Agency International (ADRA): Jonathan Duffy, President
Aga Khan Foundation USA: Aleem Waliji, CEO
Airlink: Steven J. Smith, Executive Director
Alliance for Peacebuilding: Melanie Greenberg, President & CEO
Alliance to End Hunger: Rev. David Beckmann, President
American Red Cross: Gail J. McGovern, President & CEO
American Refugee Committee: Daniel Wordsworth, President & CEO
Americares: Michael J. Nyenhuis, President & CEO
Amref Health Africa INC: Robert Kelty, Executive Director
Association for Volunteers in International Service (AVSI-USA): Ezio Castelli, President
Asylum Access: Emily E. Arnold-Fernandez, Executive Director
Bread for the World: Rev. David Beckmann, President
Cadasta: Amy Coughenour Betancourt, CEO
CARE: Michelle Nunn*, President & CEO
Catholic Medical Mission Board (CMMB): Bruce Wilkinson, President & CEO
Catholic Relief Services (CRS): Sean Callahan*, CEO
CDA Collaborative Learning Projects: Polly Byers, Executive Director
Center for Civilians in Conflict (CIVIC): Federico Borello, Executive Director
Center for Health and Gender Equity (CHANGE): Serra Sippel, President
Child Aid: Nancy Press, Ph.D., CEO
ChildFund International: Anne Lynam Goddard, President & CEO
Church World Service: Rev. John L. McCullough, President & CEO
Christian Blind Mission US: Ed Epp, President & CEO
Concern Worldwide (U.S.): Áine Fay*, President
CORE Group: Lisa Hilmi, Executive Director
Doctors of the World USA: Fraser Mooney, Executive Director
Eastern Mennonite University: Susan Schultz Huxman, Ph.D., President
Episcopal Relief & Development: Robert W. Radtke, President & CEO
Food for the Hungry: Gary Edmonds, President & CEO

*Indicates signatories who are members of the CEO Task Force on Preventing Sexual Abuse, Exploitation and Harassment *of and by* NGO Staff



Friends of ACTED US: Marie-Pierre Caley, CEO

Friends of the Global Fight Against Aids, Tuberculosis and Malaria: Chris Collins, President

Giving Children Hope: Sean Lawrence, Executive Director

Global Communities: David A. Weiss, President & CEO

Global Health Council: Loyce Pace, MPH, President & Executive Director

The Global Hunger Project: Suzanne Mayo Frindt, President & CEO

Habitat for Humanity International: Jonathan Reckford, CEO

Headwaters Relief: Dr. Rebecca Thomley, CEO

Heart to Heart International: Jim Mitchum, CEO

Heartland Alliance International: Brooke McKean, Acting Executive Director

Heifer International: Pierre Ferrari, President & CEO

Helen Keller International: Kathy Spahn, President & CEO

HelpAge USA: Kate Bunting, CEO

Helping Hand for Relief and Development: Raza Farrukh, President & CEO

HIAS: Mark Hetfield, President & CEO

Himalayan Cataract Project: Job C. Heintz*, CEO

Humentum: Thomas Dente*, President & CEO

Ideas42: Josh Wright, Executive Director

IHC Global: Judith A. Hermanson, PhD, President & CEO

IMA World Health: Rick Santos, President & CEO

iMMAP: William Barron, CEO

INMED Partnerships for Children: Linda Pfeiffer, Ph.D., President & CEO

InterAction: Samuel A. Worthington, CEO/Lindsay Coates*, President

International Catholic Migration Commission (ICMC): Msgr. Robert J. Vitillo, Secretary General

International Center for Research on Women (ICRW): Dr. Sarah Degnan Kambou, President

International Eye Foundation: Victoria M. Sheffield, President & CEO

International Lifeline Fund: Daniel Wolf, CEO

International Medical Corps: Nancy A. Aosse, President & CEO

International Relief Teams: Barry La Forgia, Executive Director

International Rescue Committee (IRC): David Miliband, President & CEO

International Youth Foundation: William S. Reese, CEO

IntraHealth International: Pape Gaye, President & CEO

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Jesuit Refugee Service/USA: Joan Rosenhauer, Executive Director

Jhpiego: Dr. Leslie Mancuso, President & CEO

Keystone Human Services: Charles J. Hooker, III, President & CEO

Lutheran World Relief: Daniel Speckhard, President & CEO

Management Sciences for Health (MSH): Marian W. Wentworth, President & CEO

Medicines for Humanity: Margaret E. Brawley, MPH, Executive Director

Mennonite Central Committee U.S.: J. Ron Byler, Executive Director

Mercy Corps: Neal Keny-Guyer, CEO

Mercy-USA for Aid and Development: Umar al-Qadi, President and CEO

Mobility International USA: Susan Sygall, CEO

NCBA CLUSA: Douglas O'Brien, President & CEO

Near East Foundation: Charles Benjamin, President

Norwegian Refugee Council USA: Joel Charny, Executive Director

Operation USA: Richard Walden, CEO

Oxfam America: Abby Maxman*, President & CEO

PATH: Steve Davis, President & CEO

Physicians for Peace: James E. Morgan, CEO

Plan International USA: Tessie San Martin*, President & CEO

Planet Aid: Ester Neltrup, President & CEO

Plant with Purpose: Scott Sabin, Executive Director

Project Concern International (PCI): Carrie Hessler-Radelet*, President & CEO

Project C.U.R.E.: W. Douglas Jackson, Ph.D., JD, President/CEO

Refugees International: Eric Schwartz, President

Relief International: Nancy Wilson*, CEO

ReSurge International: Jeff Whisenant, President & CEO

Rise Against Hunger: Rod Brooks, President & CEO

RTI International: E. Wayne Holden, Ph.D., President & CEO

Save the Children US: Carolyn Miles*, President & CEO

Solar Cookers International: Julie Greene, Executive Director

Solidarity Center: Shawna Bader-Blau, Executive Director

Syrian American Medical Society (SAMS): David Lillie, Executive Director

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Village Enterprise: Dianne Calvi*, CEO

Volunteers for Economic Growth Alliance (VEGA): Michael Deal, President and CEO

War Child Canada: Dr. Lorna Read, COO

Water for South Sudan: Lynn Malooly, Executive Director

WaterAid America: Sarina Prabasi, CEO

WEEMA International: Elizabeth McGovern, M.D., Executive Director

Women for Women International: Laurie Adams*, CEO

Women Thrive Alliance: Emily Bove, Executive Director

Women's Refugee Commission: Sarah Costa, Executive Director

World Bicycle Relief: David Neiswander, CEO

World Concern: Jacinta Tegman, President

World Food Program USA: Richard Leach, President & CEO

World Institute on Disability: Anita Aaron, Executive Director

World Learning: Carol Jenkins, CEO

World Relief: Tim Breene, CEO/ Scott Arbeiter, President

World Renew US: Carol Bremer-Bennett, Executive Director, U.S.

World Vision: Richard Stearns*, President & CEO

Zakat Foundation of America: Halil Demir, Executive Director