Management Responsibility to address SEA

- Code of Conduct
- Training & Supervision
- Complaints Mechanism
- Investigations
Management Responsibility to address SEA

Code of Conduct

Staff Training

Complaints Mechanism

Investigations
Introductions

- Name – how you would like to be called
- Organization you work for
- Where you are based and geographic areas you may support/cover
- Your role/job
A few questions for everyone
Have you attended any type of SEA training before?
Do you believe you have a fairly solid general understanding of SEA, why it occurs, and what should be done?
Are there clear policies, procedures and/or protocols in your organization for SEA standards, complaints, and investigations?
Were you involved in developing your organization’s SEA policies and procedures?
Have you witnessed behavior in the field that looked to you like possible SEA?
If you have concerns or suspicions about SEA occurring in your organization, do you know what to do?
Do you think staff at all levels (field and HQ) in your organization understand SEA?
Do you think staff at all levels (field and HQ) know what to do if they suspect SEA?
Are you aware of any SEA complaints against a staff member – in your organization or in another organization?
Have you conducted or participated in an investigation of an SEA complaint?
Do you have experience interviewing individuals for the purpose of information gathering?
Expectations
Workshop objectives

Participants will learn how to:

1. Write an investigation plan that adheres to a set of core principles and includes both accountability and responsibilities for carrying out the investigation and follow-up plan.

2. Ensure that investigations are conducted according to previously agreed protocols and procedures, and are in line with global good practices.

3. Assess, review, and advise on matters pertaining to the needs of the victims, witnesses, and subjects of investigations.

4. Write a comprehensive investigation report.
Agenda
Housekeeping

Ground rules

Announcements
Knowledge Check