

# Knowledge Check

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NAME: \_\_\_\_\_ Date \_\_\_\_\_

*For each multiple choice question, circle ALL of the correct answers (there may be more than one and in some cases, all of the answers may be correct).*

1. The prevention of sexual exploitation and abuse became a priority for the international community:
  - a. after the Battle of Solferino when the Geneva Conventions were adopted [i.e the birth of international humanitarian law]
  - b. in 2003 when the UN Secretary General's bulletin was issued.**
  - c. in 1950 when the International community focused on the protection needs of refugees and adopted the Refugee convention
  - d. in 2002 when the Inter-Agency Standing Committee set up a 'Task Force on Protection from SEA in Humanitarian Crises'.
  
2. The UN Secretary General's Bulletin sets out the standards that protect vulnerable populations from exploitation and abuse. The Bulletin:
  - a. defines sexual exploitation and abuse**
  - b. prohibits sex between UN Staff and other humanitarian workers.
  - c. extends the reach of the Bulletin to all organizations and individuals working for agencies that have cooperative agreements with the UN.**
  - d. establishes sexual exploitation and abuse of beneficiaries as crimes.
  
3. A key provision of the SG's Bulletin is to "prevent, oppose and combat all exploitation of refugees and other persons of concern". A relationship can be defined or perceived as "exploitative" if it (select as appropriate):
  - a. involves requesting personal favors or services from refugees**
  - b. involves requesting services and favors in return for protection and assistance**
  - c. is consensual
  - d. only when it is not consensual
  - e. involves hiring beneficiaries or other persons of concerns for private services, in accordance with local conditions of employment**
  
4. To maintain strict confidentiality, in the course of the investigation:
  - a. the person under investigation cannot discuss the investigation with anyone**
  - b. the investigator cannot divulge the name of the person who brought the complaint forward
  - c. the investigator cannot discuss the case with anyone
  - d. all documentary evidence must be kept under lock and key**
  - e. non-staff witnesses are required to sign a confidentiality statement
  - f. interpreters are required to agree to a confidentiality arrangement, such as signing of a confidentiality agreement**

5. The safety and welfare of people who may have been victims of sexual abuse or exploitation includes:
  - a. **safeguarding their physical safety**
  - b. compensation
  - c. **immediate health care, if necessary**
  - d. **providing access to counseling services**
  - e. mandatory reporting to the national police authorities
  
6. The investigator has completed the investigation and must now draft an investigation report. Which of the following statement/s is/are correct?
  - a. It is necessary to gather proof beyond reasonable doubt to conclude that misconduct has been established.
  - b. Investigation reports must be signed by their author(s).
  - c. **Investigation reports should include a reference to all the regulations, rules and instructions, which may have been violated.**
  - d. Investigation reports should contain recommendations on the appropriate disciplinary measure(s).
  
7. A good investigator will:
  - a. **develop a written investigation plan and detailed investigation report**
  - b. assess and advise on the needs of the survivors/victims
  - c. advise on appropriate discipline if allegations are substantiated
  - d. mediate between the victim and the accused staff member, when appropriate, to reach an acceptable conclusion
  - e. provide guidance to assist the accused staff to avoid similar actions in the future
  
8. A matter is referred for investigation. Select the first three steps that should be taken as a priority:
  - a. **Contact the complainant [person who brought the complaint forward] to obtain as many details as possible on the allegations, names of witnesses, etc.**
  - b. Inform the subject of the complaint (SOC) that allegations have been made against him/her and that an investigation will be conducted.
  - c. Interview the SOC to obtain his/her version of the facts.
  - d. Immediately request the suspension of the SOC.
  - e. **Assess whether there is a risk of evidence being destroyed or tampered with.**
  - f. **Determine what rules may have been violated by the alleged conduct.**
  
9. List 6 of the key principles that apply to receiving complaints and conducting investigations

**ANY SIX OF THE FOLLOWING IS ACCEPTABLE:**

<b>Confidentiality</b>	<b>Anonymity</b>	<b>Safety and Welfare</b>
<b>Professional care and competence</b>	<b>Thoroughness</b>	<b>Independence</b>
<b>Planning and Review</b>	<b>Respect for all concerned</b>	<b>Timeframes</b>
<b>Working in Partnership with Others</b>	<b>National Authorities</b>	

10. During the interview, a staff member has the right to have present:
- a. an interpreter, if the staff member does not possess a good command of English, French, etc**
  - b. legal counsel
  - c. another staff member of his/her choice
  - d. a witness (staff member or otherwise) not related to the investigation process

11. A good interpreter will have which of the following qualities?
- a. a good moral framework
  - b. a recognized interpreter's qualification
  - c. be able to ensure confidentiality**
  - d. be a close relative of the victim to give them confidence to speak up
  - e. be familiar with local slang and terminology**

12. What are the 4 phases of the interview?

Establishing rapport	Free narrative account
Questioning	Closure

13. The relevant standard of proof for the purpose of an internal investigation into allegations of misconduct against a SOC is:
- a. beyond reasonable doubt that misconduct has occurred
  - b. more probable than not that the misconduct has occurred**
  - c. a reasonable inference from the facts that misconduct has occurred**
  - d. a possibility that misconduct has occurred

14. An investigation should take how long to complete?
- a. 28 days
  - b. 15 days
  - c. 2 months
  - d. a reasonable period**

15. When interviewing children, which of the following considerations should always be adhered to?
- a. The lead interviewer must always be of the same sex as the child.
  - b. Check that the child understands the concept of telling the truth.**
  - c. Never interview a child more than once.
  - d. Give the child guarantees that all his/her concerns will be taken care of once s/he assists with the interview.