

Knowledge Check

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

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?

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.