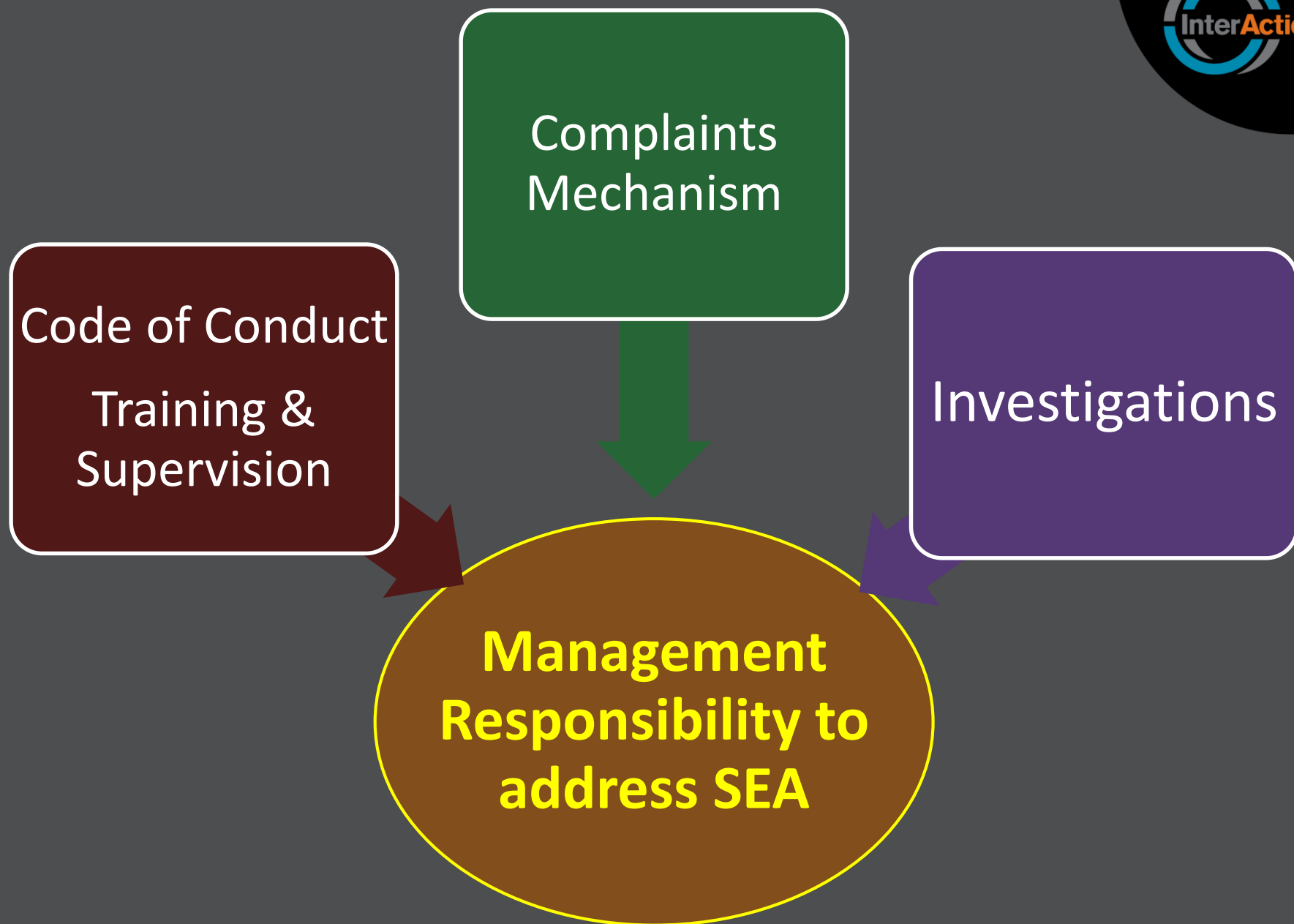


# Senior Managers Workshop



Preventing and Responding to Sexual  
Exploitation and Abuse

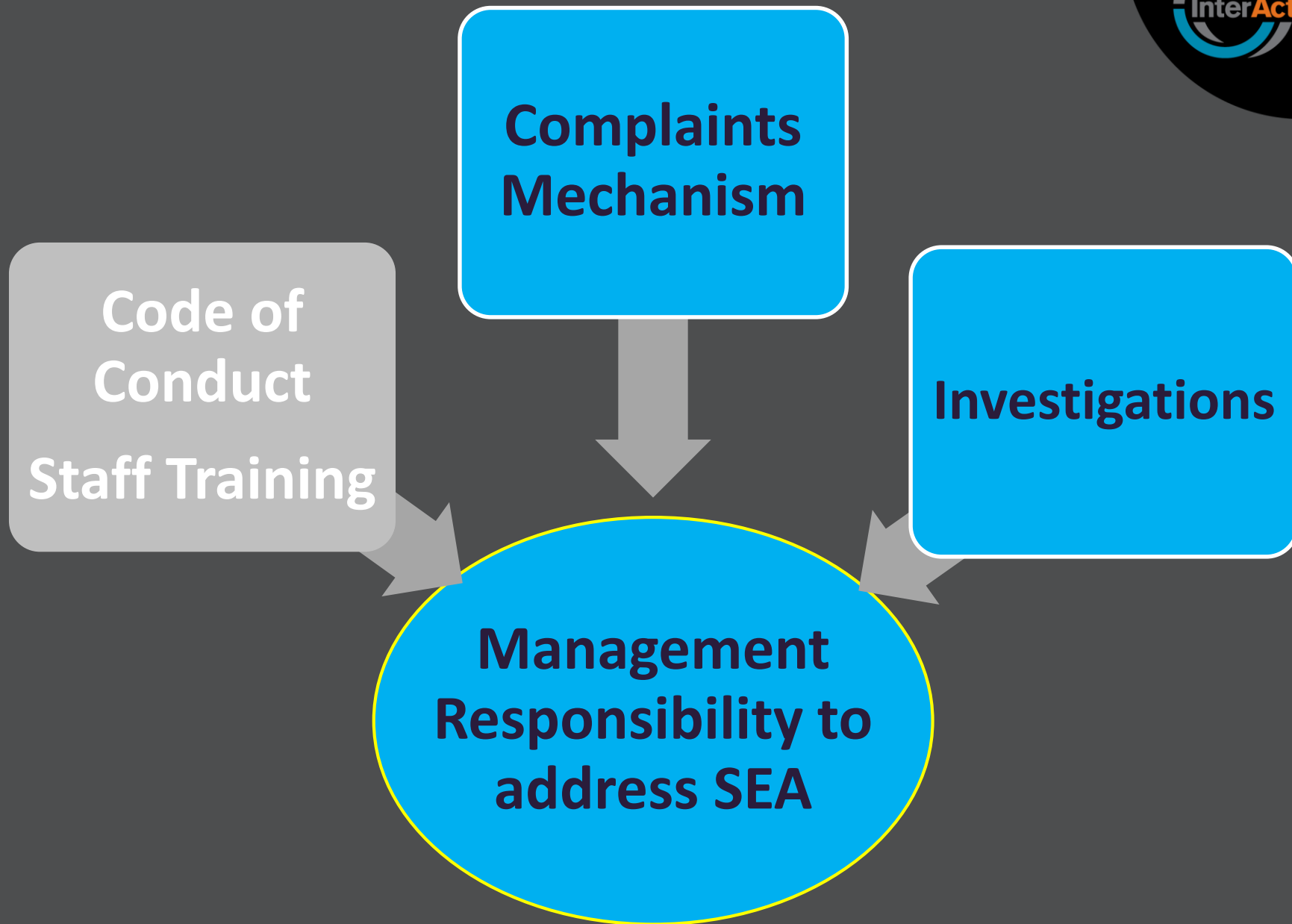


**Complaints  
Mechanism**

**Code of  
Conduct  
Staff Training**

**Investigations**

**Management  
Responsibility to  
address SEA**



# Introduction

# Welcome & Introductions

- Your name – what you would like to be called
- Your Organization
- Your role/job [addressing sexual exploitation and abuse of beneficiaries]

# A few questions

## Question 1

Have you ever witnessed behavior in the field that looked to you like possible sexual exploitation and abuse (SEA)?

## Question 2

Have you attended any type of SEA training before?



## Question 3

Do you believe you have a fairly solid general understanding of SEA, why it occurs, and what should be done?

## Question 4

Do you think **field staff** at all levels in your organization understand SEA?

## Question 5

Do you think **headquarters staff** at all levels in your organization understand SEA?

## Question 6

Do you think staff at all levels – field and headquarters - know what to do if they suspect SEA?

## Question 7

Are there clear policies, procedures, and/or protocols in your organization for SEA standards, complaints, and investigations?

## Question 8

Were you involved in developing your organization's SEA policies and procedures?

## Question 9

Have you managed the process for a specific SEA complaint - from complaint through investigation and final determination?

## Question 10

Did you bring your PSEA policies today?



## Question 11

Did you bring your PSEA audit form?

# Workshop objectives & agenda

# Workshop Objectives

Participants will:

- Identify and explore some of the key challenges in managing SEA investigations
- Learn the steps needed to ensure a proper investigation
- Review their own organizations' SEA management policies and protocols
- Learn from colleagues

# Agenda

- Housekeeping
- Ground Rules
- Announcements
- Questions?

# Discussion...