

# 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 and sector partners, 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, to 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.

# CEO PLEDGE ON PREVENTING SEXUAL ABUSE, EXPLOITATION, AND HARASSMENT BY AND OF NGO STAFF SIGNATORIES

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

**ACDI/VOCA:** Sylvia Megret\*, Interim President & CEO

**Action Against Hunger USA:** Andrea Tamburini\*, CEO

**ActionAid:** Caroline Hamric, Interim Executive Director

**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

**American Relief Agency for the Horn of Africa (ARAHA):** Mohamed Idris, Executive Director

**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

**Bethany Christian Services:** Chris Palusky, President & CEO

**BRAC:** Donella Rapier, President & CEO

**Bread for the World:** Rev. David Beckmann, President

**Build Change:** Dr. Elizabeth Hausler, Founder & CEO

**Cadasta Foundation:** 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

**Christian Blind Mission US:** Ed Epp, President & CEO

**Church World Service:** Rev. John L. McCullough, 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

**Friends of ACTED U.S.:** 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

**Habitat for Humanity International:** Jonathan Reckford, CEO

**Headwaters Relief:** Dr. Rebecca Thomley, CEO

**Healey International Relief Foundation:** Benjamin Parra, Executive Director

**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

**Helvetas USA:** Christian Steiner, CEO



**HIAS:** Mark Hetfield, President & CEO

**Himalayan Cataract Project:** Job C. Heintz\*, CEO

**Humentum:** Thomas Dente\*, President & CEO

**Ideas42:** Josh Wright, Executive Director

**IEDA Relief:** Phil Maanulwa, President & CEO

**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

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

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

**International Emergency and Development Aid (IEDA Relief):** Phil Maanulwa, President & CEO

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

**International Lifeline Fund:** Daniel Wolf, CEO

**International Medical Corps:** Nancy A. Aossey, 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

**Islamic Relief USA:** Sharif Aly, Interim CEO

**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

**Medical Teams International:** Martha Newsome, CEO

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



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

**Mercy Ships:** Donovan R. Palmer, 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

**Pan American Development Foundation,** Katie Taylor, CEO

**PATH:** Steve Davis, President & CEO

**Penny Appeal USA:** Oussama Mezoui, 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 C.U.R.E.:** W. Douglas Jackson, Ph.D., JD, President/CEO

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

**Project HOPE:** Thomas Kenyon, CEO

**Promundo U.S.:** Gary Barker, 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 U.S.:** 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

**Team Rubicon Global:** Stephen Hunt, CEO

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

**Transnational NGO Initiative at the Maxwell School of Syracuse University:** Tosca Bruno-van Vijfeijken, Director

**Trickle Up:** William M. Abrams, President

**U.S. Committee for Refugees and Immigrants (USCRI):** Eskinder Negash, Acting CEO

**UMCOR:** Thomas G. Kemper, General Secretary

**UNICEF USA:** Caryl M. Stern, President & CEO

**United Mission for Relief & Development:** Abed Ayoub, Ph.D., CEO

**USA for UNHCR:** Anne-Marie Gray, Executive Director

**Village Enterprise:** Dianne Calvi\*, CEO

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

**War Child Canada:** Dr. Lorna Read, CEO

**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'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 U.S.:** Carol Bremer-Bennett, Executive Director, U.S.

**World Vision:** Richard Stearns\*, President & CEO

**Zakat Foundation of America:** Halil Demir, Executive Director

