

USAID STAFF & IMPLEMENTING PARTNER REPORTING OF SEXUAL EXPLOITATION AND ABUSE

NOTE: *When reporting an allegation of sexual exploitation or abuse, or any other form of misconduct, the person reporting does not have to specify the category into which the conduct falls. When in doubt, report!*

Sexual exploitation and abuse occurs when people in power exploit or abuse vulnerable populations for sexual purposes. If an aid worker uses their position of authority to solicit sexual favors in exchange for benefits, this constitutes sexual exploitation. If an aid worker uses force or coercion to engage in sexual acts with a beneficiary, including kissing or groping, this would constitute sexual abuse.

IF YOU WITNESS, EXPERIENCE OR LEARN OF SEXUAL EXPLOITATION AND ABUSE IN THE WORKPLACE OR THE FIELD INVOLVING STAFF OR BENEFICIARIES

Report immediately to both

USAID OFFICE OF INSPECTOR GENERAL (OIG)
 Online: <https://oig.usaid.gov/content/oig-hotline>
 Email: ig.hotline@usaid.gov
 Telephone: 1-800-230-6539 or 202-712-1023

USAID CONTRACTING OFFICER
OR AGREEMENT OFFICER

WHAT HAPPENS NEXT?

- USAID may direct partners to take specific steps to address an actual or alleged violation, and may impose special conditions or take other remedial actions.
- Where implementing partner employees are involved, partners must consult with the Mission Director on a course of action, and the Ambassador may direct the removal of a U.S. citizen from the country and require termination of any employee from an award.
- OIG may also investigate and take action.

NOTE: *This flow chart is for informational purposes only. Implementing partners should always look to the terms and conditions of their awards and follow supplementary Agency guidance.*

ALL USAID AWARDS WITH CONTRACTORS AND NGOS CONTAIN PROVISIONS THAT ADDRESS THE FOLLOWING VIOLATIONS OF SEXUAL EXPLOITATION AND ABUSE:

<p>TRAFFICKING IN PERSONS (TIP)</p> <ul style="list-style-type: none"> • Recruitment, transportation, transfer, harboring or receipt of persons by means of force, fraud, threats or coercion for the purposes of sexual exploitation or forced labor • Procuring commercial sex acts • Using forced labor 	<p>EMPLOYEE MISCONDUCT</p> <ul style="list-style-type: none"> • Sexual activity with children • Exchange of anything of value for sex, sexual favors or other humiliating, degrading or exploitative behavior • Conduct inconsistent with UN standards on sexual exploitation and abuse (Section 3 of ST/SGB/2003/13) 	<p>CHILD ABUSE, EXPLOITATION OR NEGLECT</p> <ul style="list-style-type: none"> • Any form of physical or sexual abuse • Emotional ill-treatment • Neglect or insufficient supervision • Trafficking • Exploitation that results in actual or potential harm to the child's health, well-being, survival, development or dignity
<p>CODE OF CONDUCT IN HUMANITARIAN RELIEF OPERATIONS (IDA, TI, TITLE II FUNDING ONLY)* Partners, contractors, NGOs and public international organizations must have codes of conduct consistent with the six core principles of the U.N. Inter-Agency Standing Committee Task Force on Protection from Sexual Exploitation and Abuse in Humanitarian Crises which:</p> <ul style="list-style-type: none"> • Affirm that sexual exploitation and abuse represents gross misconduct • Prohibit sexual activity with children • Prohibit the exchange of anything of value for sex, sexual favors, or other humiliating degrading or exploitative behavior • Discourage relationships between humanitarian workers and beneficiaries • Require reporting of allegations of sexual exploitation or abuse • Require managers and staff to create and maintain an environment which prevents sexual exploitation and abuse 		

*IDA is International Disaster Assistance provided by the Office of U.S. Foreign Disaster Assistance or the Office of Food for Peace, TI is Transition Initiative funding provided by the Office of Transition Initiatives, and Title II funding refers to one of the funding sources provided by the Office of Food for Peace.