

# How UNAIDS should act to prevent and address sexual exploitation, abuse and harassment

UNAIDS has zero tolerance for sexual exploitation, sexual abuse and sexual harassment (SEAH), and for inaction against it. SEAH is considered serious misconduct and constitutes a basis on which staff, whether internationally or locally recruited, and contractors can be summarily dismissed. This requirement applies during our free time as well as our working day.



## Do's, as UNAIDS staff

- ✔ Read and understand the UN Code of conduct and the WHO Policy Directive on protection from Sexual Exploitation, Abuse and Harassment.
- ✔ Complete the training on preventing sexual exploitation and abuse and record it in your PALM. Ensure that all staff under your supervision have done so.
- ✔ Treat all colleagues in the workplace with respect and conduct yourself in a professional manner.
- ✔ Help build a work environment where personnel and partners feel free to express concerns about inappropriate behaviour without fear of reprisal.
- ✔ Report, in good faith, anyone or any entity that you suspect is not adhering to organizational rules through the Integrity Hotline.
- ✔ Cooperate fully with those responsible for investigating a report or complaint about SEAH.

## Don'ts, as UNAIDS staff

- ✘ Don't have sexual relationships with anyone under the age of 18, even if it is legal in the local context. Saying you did not know the person's true age is not a valid excuse.
- ✘ Don't make sexual advances or requests for sexual favors.
- ✘ Don't solicit, pay or offer money for sex with anyone, including sex workers, even if it is legal in the local context.
- ✘ Don't engage in verbal or physical conduct or use gestures of a sexual nature that might cause offence or humiliation to another.
- ✘ Don't use organizational assets (e.g., money, employment, goods, or services) to pay for sexual or other favors.
- ✘ Do not be a silent bystander when fellow personnel display unacceptable sexual behaviour against the Organization's policies and Code of Conduct.
- ✘ Do not retaliate or encourage others to retaliate against those who have reported sexual exploitation, abuse and harassment.
- ✘ Do not spread rumours or gossip about colleagues in professional or private settings.

If you believe that you have experienced or observed possible misconduct or breach of UNAIDS' values, report. Reports can be made confidentially or anonymously to the Integrity Hotline. The Integrity Hotline is an independent and confidential service available to everyone, inside or outside UNAIDS. Visit the page [unaids.org/en/whowere/ethics](https://unaids.org/en/whowere/ethics) to find the free national phone numbers and an online form to contact the Integrity Hotline.

# Don't

investigate allegations yourself or try to find out more information or encourage others to retaliate against alleged offenders. Your duty is to report. Only mandated officials may conduct investigations.