



**DEFINITIONS**

**SEXUAL EXPLOITATION**

- any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another

**ZERO TOLERANCE  
FOR SEXUAL EXPLOITATION AND ABUSE**

United Nations, 2008, ST/SGB/2003/13

**SEXUAL ABUSE**

- the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions

**ZERO TOLERANCE  
FOR SEXUAL EXPLOITATION AND ABUSE**

United Nations, 2008, ST/SGB/2003/13

**SEXUAL HARASSMENT**

- any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation
- the manifestation of a culture of discrimination and privilege based on unequal gender relations and other power dynamics
- may involve any conduct of a verbal, non-verbal or physical nature, including written and electronic communications

**ZERO TOLERANCE  
FOR SEXUAL EXPLOITATION AND ABUSE**

United Nations, 2019, ST/SGB/2019/8

**UN SECRETARY-GENERAL  
BULLETINS**

[ST/SGB/2003/13 Special measures for protection from sexual exploitation and sexual abuse](#)

[ST/SGB/2019/8 Addressing discrimination, harassment, sexual harassment, and abuse of authority](#)

**PRINCIPLES**

- Zero-tolerance policy towards sexual misconduct
- Sexual misconduct is unacceptable behaviour and prohibited for all UNEP personnel
- Perpetrators of sexual misconduct will be held to account
- UNEP adopts a victim-centred approach to sexual misconduct
- Respect the inherent dignity of victims/survivors of sexual misconduct
- Confidentiality of all complaints and information received from victims/survivor is key

**WHO IS INVOLVED? SEXUAL HARASSMENT (SH)**

- Perpetrator:** UNEP Staff members
- Affected person (Sexual Harassment):** Any UNEP personnel including interns, consultants, contract workers in the UN complex, UNVs

**WHO IS INVOLVED? SEXUAL EXPLOITATION AND ABUSE (SEA)**

- Perpetrator:** UNEP staff members
- Affected person SEA:** Beneficiaries of assistance

**PROHIBITED CONDUCT**

- Unwelcome comments, jokes, sexually inappropriate conversation, gestures or actions about the physical appearance or sexual identity of an individual or group
- Written or any form of electronic communication of a sexual nature
- Sexual activity with children (persons under the age of 18) regardless of the local age of consent
- Sexual activity with anyone in exchange for money, employment, preferential treatment, goods or services or food
- Rape or attempted rape
- Threats of unwanted sexual acts
- Unwanted kissing, touching, grabbing, or rubbing

**\*NOTE**

- Preemployment checks are conducted prior to rehiring known offenders

## UNEP RESPONSE

Actions to address allegations:

- Informal resolution
- OR**
- Formal complaint
- Investigation
- Disciplinary action
- Administrative or managerial action
- Possible referral to national authorities

## YOUR RESPONSIBILITIES

- Create and maintain an environment that prevents sexual misconduct
- Take the mandatory courses on Prevention from SEA and SH for UN personnel or managers on [Inspira](#)
- Report any incident of sexual misconduct
- Comply with [ST/SGB/2003/13](#) and [ST/SGB/2019/8](#) on SH and PSEA

## PROTECTION AGAINST RETALIATION

Retaliation means any direct or indirect detrimental action that adversely affects your employment or working condition. Anyone who having reported Sexual Misconduct and believes that s/he has been retaliated against should contact the UN Ethics Office: [ethicsoffice@un.org](mailto:ethicsoffice@un.org)

[ST/SGB/2017/2 Protection against retaliation for reporting misconduct and for cooperating with duly authorized audits or investigations](#)

## REPORTING SEXUAL MISCONDUCT

**\*You can report allegations of sexual misconduct anonymously**

Anyone who has knowledge of an incident of sexual misconduct should report to one of the following:

- Office of Internal Oversight Services (OIOS) [oioshotline@un.org](mailto:oioshotline@un.org)
- Executive Director of UNEP
- [Conduct and Discipline Focal Point](#)
- Line managers and Directors

**\*All reports should be made in good faith**

**\*Strict confidentiality for all reports**

## DIFFERENCE BETWEEN SEXUAL EXPLOITATION, SEXUAL ABUSE AND SEXUAL HARASSMENT

	Sexual Exploitation (SE)	Sexual Abuse (SA)	Sexual Harassment (SH)
<b>Definition</b>	<ul style="list-style-type: none"> <li>• Abuse of vulnerability, differential power, or trust</li> <li>• Victim's sexual activity generates benefits</li> </ul>	<ul style="list-style-type: none"> <li>• Physical intrusion of a sexual nature</li> <li>• Use of force or coercion</li> </ul>	<ul style="list-style-type: none"> <li>• Unwelcome advance or conduct of a sexual nature</li> <li>• Creates an intimidating environment or becomes a condition of employment</li> </ul>
<b>Who's involved?</b>	<p><b>Perpetrator:</b> Any UN staff or UN related personnel</p> <p><b>Victim:</b> Beneficiary of Assistance</p>	<p><b>Perpetrator:</b> Any UN staff or UN related personnel</p> <p><b>Victim:</b> Beneficiary of Assistance</p>	<p><b>Perpetrator:</b> Any UN staff or UN related personnel</p> <p><b>Victim:</b> Any UN staff or UN related personnel</p>
<b>Examples</b>	<ul style="list-style-type: none"> <li>• Transactional sex: offering money, employment, preferential treatment, goods or services, or food in exchange for sexual activity</li> <li>• Withholding due services or blackmailing for sex</li> <li>• Hiring prostitutes (even if legal in host country)</li> <li>• Threats of sexual exploitation</li> </ul>	<ul style="list-style-type: none"> <li>• <b>ANY</b> sexual activity with any persons under 18 years old regardless of legal age of consent (even if done unknowingly)</li> <li>• Unwanted kissing, touching, grabbing, or rubbing</li> <li>• Raping or attempted rape</li> <li>• Threats of an unwanted sexual act</li> </ul>	<ul style="list-style-type: none"> <li>• Touching, kissing or speaking inappropriately to a colleague at work</li> <li>• Attempted or actual sexual assault</li> <li>• Raping or attempted rape</li> </ul>