

Prevention of Sexual Exploitation and Abuse (PSEA) code of conduct

All CIPRB staff, partner organisations and related personnel have a duty to uphold the principles of CIPRB's Prevention of Sexual Exploitation and Abuse (PSEA) code of conduct, be truthful with adults, vulnerable adults, children, youth, their families and communities participating in the organisation's programmes and events. Sexual exploitation and sexual abuse are a criminal offence and have always been unacceptable behaviour for CIPRB personnel. CIPRB has zero tolerance for any kind of sexual misconduct among CIPRB staff or related personnel. Sexual misconduct by CIPRB staff or related personnel is prohibited in all its forms, whether it occurs during or beyond working hours.

This PSEA code of conduct is intended to serve as a guide for all staff on how to uphold the ethical foundation of the organisation's views and actions. It also aims to help the staff to ensure that they protect the communities they work with and that their work does not put the people of concern at greater risk. All CIPRB staff are obliged to abide by the following PSEA code of conduct inside and outside CIPRB during their professional and personal communications.

All CIPRB staff and associates will-

- i) Not commit any act of sexual exploitation, sexual abuse or sexual violence.
- ii) Ensure that all beneficiaries are treated with respect in all forms of verbal and written communication.
- iii) Not produce, procure, distribute or use pornographic material in CIPRB's offices or send pornographic emails.
- iv) Never directly or indirectly use an adult or a child to provide sexual services to third parties, support, facilitate or participate to any form of prostitution or sexual exploitation.
- v) Always ensure that all audio, written or visual communication, respects the dignity and human rights of the person featured (including anonymity when necessary and for all children) and does not expose her or him to any risk of retaliation or abuse of any nature.
- vi) Never show the faces of adult or children who are exploited sexually, victim of trafficking or sexual abuse.
- vii) Will immediately report any suspicions or allegations of behaviour going against the principles of the CIPRB's PSEA code of conduct to my manager/supervisor, even if the information or allegation is vague and without having investigated it personally.

Reporting concern

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