

## ANTI-SEXUAL HARASSMENT AND ANTI-SEXUAL EXPLOITATION POLICY

Last revised: 19<sup>th</sup> January 2020

### OBJECTIVES

The objectives of this policy is to safeguard all people who come into contact with RainShine USA / Australia through our humanitarian and development programs from abuses of power and privilege in the form of sexual harassment and sexual exploitation and abuse.

### SCOPE

This policy applies to all RainShine representatives and partners across all workplaces we operate in and all activities we undertake. Including, but not limited to, employees, consultants, interns, volunteers, contractors, partners, Board members and any other person associated or working under contract, or by agreement with RainShine USA/Australia in any capacity.

Compliance with this policy is mandatory. Breaches in the policy can lead to disciplinary action including possible dismissal and criminal proceedings. For partners, breaches can lead to termination of agreement.

### SEXUAL HARASSMENT AND EXPLOITATION OVERVIEW

Sexual harassment is a type of gender-based violence that is

Harassment, threats and abuse exist on a continuum of sexual violence, and are based upon deep-rooted social norms and practices that devalue a person and their contribution and skills. It can occur in the workplace or community, and it is a violation of human rights.

**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'

**Sexual Harassment:** 'defined as any unwanted or uninvited behavior of a sexual nature that can make a person feel humiliated, intimidated or offended.

## PREVENTING & RESPONDING TO SEXUAL EXPLOITATION & ABUSE

RainShine recognises that the prevention of sexual harassment and exploitation is integral to its humanitarian programs and will work with partners to ensure the following interventions are implemented:

- Recognise that sexual exploitation and abuse is often grounded in gender and other inequalities;
- Ensure a clear risk assessment in place for all projects outlining sexual exploitation and abuse and safeguarding risks within the project and putting in place measures to address these in project plans and risk monitoring;
- Ensure that all responses are developed in a manner that balances respect for due process with prioritising the safety, dignity and rights of survivors;
- Provide and communicate to all employees, volunteers, contractors, and partners internal complaint and reporting mechanisms;
- Ensure that assistance for those affected by violations is provided in a non-discriminating manner and in ways that prevent additional harm;
- Ensure that all staff, volunteers, contractors and partners are aware of the responsibility to maintain an environment that is free of sexual exploitation and abuse and to report any abuse they suspect or witness;
- Ensure that a copy of this policy will accompany all partner Project Agreements and discussions held with partners to further embed understanding and compliance.

## REPORTING

All staff, volunteers, interns, board members, partners, contractors and consultants have a responsibility to raise concerns. All reporting of concerns or suspicions will be reported immediately to RainShine USA / Australia Program Manager and recorded on the Incident Reporting Register. Each matter will be treated with strict confidentiality and will be followed up swiftly and in line with this policy.

## COMPLIANCE AND MONITORING

RainShine managers and representatives are accountable for ensuring that all employees, volunteers, contractors, and partners understand and adhere to this policy in their day-to-day work. Where compliance issues are surfaced, RainShine will work with representatives to address these issues promptly.

RainShine will monitor compliance through reviews and/or audits and due diligence checks. Partner organisations are expected to put in place appropriate risk-based measures to ensure they and their suppliers comply with this Policy. Non-compliance with requirements may lead to RainShine suspending or terminating an agreement with a partner.

**AUTHORISATION**

I, ..... (insert name) acknowledge that I have read, understand and agree to comply with RainShine USA/Australia’s Anti-Sexual Harassment and Anti-Sexual Exploitation Policy.

I understand and agree that it is my responsibility, as a person employed/engaged by RainShine USA / Australia, to use common sense and avoid actions that are abusive or exploitative of children and young people or could be construed as such.

I understand and agree that a breach of the Policy may provide grounds for my employment /engagement with RainShine USA / Australia to be terminated.

I also understand that a breach of the Policy could result in criminal prosecution. I authorise RainShine USA / Australia to undertake any necessary inquiries, including criminal record checks and reference checks, as part of my appointment or recruitment process.

Name:

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Position:

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Signed:

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Date: .....