

ANTI-SEXUAL HARASSMENT AND ANTI-SEXUAL EXPLOITATION POLICY

Last revised: *11 September 2022*

OBJECTIVES

The objectives of this policy is to safeguard all people who engage 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, and/or termination of any verbal / written agreements with the RainShine Foundation.

SEXUAL HARASSMENT AND EXPLOITATION OVERVIEW

Sexual Harassment: Is a type of gender-based violence, which refers to any act that is perpetrated against a person's will and is usually based on gender norms and unequal power relationships. Harassment, threats and abuse exist on a continuum of sexual violence that devalues 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

PREVENTING & RESPONDING TO SEXUAL EXPLOITATION & ABUSE

RainShine recognises that the prevention of sexual harassment and exploitation is integral to its humanitarian programs and will ensure the following goals of this policy are understood and implemented:

- All programs and projects are required to identify sexual harassment, exploitation and abuse risks, and to implement and monitor appropriate measures to address identified risks;
- All violations of sexual harassment, exploitation and abuse witnessed or otherwise suspected must be reported;
- Responses to incidents of sexual harassment, exploitation and abuse must be delivered in a respectful manner and the safety, dignity and rights of survivors are prioritized;
- Assistance for those affected by violations shall be provided in a non-discriminating manner and in ways that prevent no additional harm;
- A copy of this policy shall be made available to all people who are involved in the delivery of RainShine's mission and objectives in order to further embed understanding and compliance of this policy.

REPORTING

Incidents will be reported immediately to the RainShine USA / Australia Program Director and recorded on the Incident Reporting Register. Each matter will be treated with strict confidentiality and will be followed up promptly.

COMPLIANCE AND MONITORING

RainShine representatives are accountable for ensuring this policy is understood and adhered to in their day-to-day work. Where compliance issues are raised, RainShine will work with representatives to address those issues.

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.

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 avoid behaviour that could be construed as sexual harassment or abusive or exploitative of a person or persons.

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

I also understand that a breach of this 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: