

One Society Organization for Peace and Development (Zero Tolerance Policy)



Approved

30, September, 2024

Preamble and Commitment

One Society Organization believes that the safety and dignity of the people we serve—especially in conflict and displacement zones—are at the core of our humanitarian work. The Organization is committed to preventing and combating any form of Sexual Exploitation and Abuse (SEA) that may be perpetrated by our staff or partners. This policy is binding on all employees, contractors, and volunteers without exception.

Chapter 1: Definitions and Concepts

Article 1: Sexual Exploitation Any actual or attempted abuse of a position of vulnerability (such as poverty, displacement, or need for assistance), differential power, or trust, for sexual purposes. This includes, but is not limited to, profiting monetarily, socially, or politically from the sexual exploitation of another.

Article 2: Sexual Abuse The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Article 3: "Beneficiary" Any person receiving assistance or services from the Organization (food, medicine, training, protection), including refugees, IDPs, and members of the host community.

Chapter 2: The Six Core Principles (IASC Principles)

Article 4: Strict Prohibitions In accordance with international standards, all Organization staff must adhere to the following:

1. **Prohibition of Exchange of Money/Employment/Goods for Sex:** It is strictly prohibited to request or accept any sexual favor in exchange for money, employment, goods, services, or assistance provided by the Organization. (e.g., Saying "I will give you a food basket if you go out with me" is strictly forbidden).
2. **Sexual Relations with Children:** Sexual activity with any person under the age of 18 is prohibited, regardless of the age of majority or consent locally. Mistaken belief regarding the age of a child is not a defense.
3. **Sexual Relations with Beneficiaries:** Sexual relationships between employees and beneficiaries who depend on the Organization for assistance are prohibited, as they are based on inherently unequal power dynamics, undermining the integrity of the work.
4. **Suspicion of Misconduct:** Any exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading, or exploitative behavior, is prohibited.

Chapter 3: Reporting and Complaints

Article 5: Mandatory Reporting

1. Every employee has a mandatory duty to report immediately any concern or suspicion regarding a violation of this policy by a colleague or partner.



2. Failure to report a suspicion (covering up) is in itself a violation subject to disciplinary action.

Article 6: Safe Reporting Channels The Organization ensures the existence of safe, confidential reporting channels accessible to staff and beneficiaries:

- **PSEA Focal Point:** A specific person is appointed, preferably female, to facilitate communication with survivors.
- **Dedicated Email:** psea@ocosudan.org (Accessible only by the Executive Director and the Focal Point).
- **Complaint Boxes:** Located at distribution sites and field offices.

Chapter 4: Victim and Whistleblower Protection

Article 7: Survivor-Centered Approach In the event of an incident, the safety of the victim/survivor is the primary consideration:

1. Ensuring strict confidentiality of the survivor's identity.
2. Immediate referral to specialized medical and psychosocial services (in coordination with medical partners).
3. Respecting the survivor's choice regarding legal action (except in cases involving children where reporting is mandatory).

Article 8: Whistleblower Protection No employee or beneficiary will face retaliation or punishment for submitting a complaint in good faith. Any attempt to retaliate against a whistleblower will face severe disciplinary sanctions.

Chapter 5: Investigation and Accountability

Article 9: Investigation Procedures

1. All reports are treated seriously, and investigations are opened within 24 hours.
2. An independent and neutral investigation committee is formed.
3. The suspected employee may be suspended from duty (with or without pay) temporarily pending the investigation outcome to ensure survivor safety and investigation integrity.

Article 10: Disciplinary Sanctions If the charge of Sexual Exploitation or Abuse is substantiated:

1. **Immediate Dismissal:** The employee's service is terminated immediately and permanently.
2. **Blacklisting:** HR and partner organizations are informed (via coordination platforms like UN Clear Check) to prevent re-employment in the humanitarian sector.
3. **Legal Accountability:** If the act constitutes a criminal offense (such as rape or abuse of a minor), the Organization is obligated to refer the case to the competent local authorities.



Chapter 6: Awareness and Training

Article 11: Recruitment and Training

1. The Organization is committed to conducting rigorous reference checks for all new hires to ensure no prior PSEA violations.
2. All new and existing staff must attend mandatory PSEA training and renew it annually.

Employee Declaration and Undertaking

I, the undersigned, acknowledge that I have read and understood the "Protection from Sexual Exploitation and Abuse (PSEA) Policy" of One Society Organization. I undertake to fully comply with all its clauses, and I understand that any violation of this policy will result in the immediate termination of my service and may subject me to legal liability.

Name: Yassin Ahmed

Job Title: Executive Director

Date: 30-Sep-2024

Signature: [Signature]



(A copy of this declaration is kept in each employee's personnel file)