



Human Resources & Protection from Sexual Exploitation and Abuse (PSEA): Strengthening Safer Recruitment in Cox's Bazar  
28-29 November 2023  
Sayeman Beach Resort

**PSEA NETWORK-2023**



## | Field Visit (Camp Areas) | July 2023



## **|ToT on ‘Saying No to Sexual Misconduct’ | 26 and 27 July 2023**





**ToT on 'Saying No to Sexual  
Misconduct'  
| 29 and 30 August 2023 |**



# ToT on 'Saying No to Sexual Misconduct'- 17 and 18 October 2023





# | Together We Say No-Launching Event | 21 November 2023





# | HR & PSEA: Strengthening Safe Recruitment in Cox's Bazar' |

**28 & 29 November 2023**

# Revised No Excuse Card/Poster

KNOW THE RULES

## Six Core Principles

- 1 \*Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment.
- 2 Sexual activity with children (persons under the age of 18) is prohibited of the age of majority or age of consent locally. Mistaken belief regarding a child is not a defence.
- 3 Exchange of money, employment, goods, or services for sex, including favours or other forms of humiliating, degrading or exploitative behaviour, is prohibited. This includes exchange of assistance that is due to beneficiaries.
- 4 Any sexual relationship between those providing humanitarian aid and protection and a person benefitting from such humanitarian aid and protection that involves improper use of rank or position is prohibited. Such relationships undermine the credibility and integrity of humanitarian organizations.
- 5 Where a humanitarian worker develops concerns or suspicions regarding sexual exploitation or abuse or exploitation by a fellow worker, whether in the same agency or otherwise, she must report such concerns via established agency reporting mechanisms.
- 6 Humanitarian workers are obliged to create and maintain an environment that prevents sexual exploitation and abuse and promotes the implementation of the code of conduct. Managers at all levels have particular responsibilities to support

**ZERO TOLERANCE FOR  
SEXUAL EXPLOITATION AND ABUSE**

**KNOW THE RULES: There is NO EXCUSE!**

Sexual Exploitation and Abuse (SEA) is an unacceptable behavior and prohibited conduct for all personnel working for the United Nations and other humanitarian organizations.

For more information on sexual exploitation and abuse, please visit the Cox's PSEA Network webpage at Rohingya Refugee Response website.

**NO EXCUSE IS NO EXCUSE!**

If you have a suspicion or knowledge of sexual exploitation and abuse, you must report it to your PSEA focal point or the PSEA Network from Sexual Exploitation and Abuse (PSEA) focal point.

**DETAILS OF THE PSEA FOCAL POINT(S)**







**Thank you.**

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