

2025 Template for Country Level UNCT/HCT Action Plan to Prevent and Respond to Sexual Exploitation and Abuse

All activities in the below Action Plan will be implemented across Bangladesh, including within the camps in Cox Bazaar unless otherwise indicated.

REQUIRED OUTCOME	OUTPUT	KEY PLANNED ACTIVITIES	TIMEFRAME	LEAD OFFICE, DEPARTMENT, SERVICE, SECTION, OR PERSON	BUDGET AND FUNDING SOURCE (financial and/or human resources where estimates are available)	IMPLEMENTATION STATUS
Leadership Accountability and Compliance: Leaders at all levels foster a respectful and safe working environment and are accountable for PSEA implementation.						
Outcome 1.1 The Resident Coordinator/ Humanitarian Coordinator (RC/HC) and UN leadership/ NGO leadership , including managers at all levels, fulfil their accountability on PSEA by promoting and enforcing PSEA policies with the UNCT/HCT, ensuring the rights and dignity of SEA victims are prioritized, promoting timely and transparent reporting and investigation of allegations, maintaining an active PSEA Network, and consistently advocating for awareness and transparency on PSEA issues within the UN and the communities they serve.	UNCT, ROCT, Senior management and other relevant stakeholders are aware of PSEA efforts and challenges in the Country	PSEA is a standing agenda in UNCT/ROCT and in other relevant meetings, including NGO Platform	Ongoing	PSEA coordinator	N/A	
		Organize quarterly meetings with Donors to provide PSEA Network updates	Quarterly	PSEA coordinator	N/A	
		Develop One Video Message engaging UNRC/Senior Management to strengthen staff engagement on PSEA.	Q3	UNRC/ PSEA coordinator	N/A	
		RC/HC submits annual Management Letter and Action Plan to OSCSEA.	Q4	UNRC/ PSEA coordinator	N/A	
		UNCT and HCT appoint PSEA Focal Points	Ongoing	Senior Leadership	N/A	
	Senior Management is accountable to ensure PSEA is integrated in the entity response	Develop a checklist for the senior management on PSEA accountability.	Q2	PSEA coordinator	N/A	

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	PSEA awareness is led by URCO and senior management	<p>Organize one Town Hall meeting, led by UNRC on PSEA with UNCT and ROCT</p> <p>Organize one Town hall meeting on PSEA, led by Dhaka PSEA Network Coordinator with Head of NGOs</p> <p>Organize one Town hall meeting on PSEA replicated at internal level (UN, NGO)</p>	<p>Q1</p> <p>Q1</p> <p>Q1-Q2</p>	<p>UNRC/ PSEA coordinator</p> <p>PSEA coordinator</p> <p>Senior Management</p>	<p>N/A</p> <p>N/A</p> <p>N/A</p>	
<p>Outcome 1.2 Representatives of the UNCT/HCT understand and fulfil their individual and collective PSEA obligations to report all SEA allegations promptly, ensure completion of mandatory PSEA training, fully address victims' rights to assistance and support, and support the RC/HC to deliver on PSEA at the country level.</p>	The senior management is aware and using the Practical Toolkit for United Nations Senior Leaders in-Country	<p>Two Orientations on the 'Practical Toolkit for United Nations Senior Leaders in-Country' for UNCT and ROCT.</p> <p>Two Orientation on the tailored 'Practical Toolkit for United Nations Senior Leaders in-Country' for NGO senior management.</p>	<p>Q1-Q2</p> <p>Q3</p>	<p>PSEA coordinator</p> <p>PSEA coordinator</p>	<p>N/A</p> <p>1,000</p>	
	The engagement and coordination on PSEA with the government increased	<p>Develop a strategic plan to engage with the government</p> <p>Develop an advocacy paper for the UNRC to engage with the government on PSEA.</p> <p>Training to build the capacity of the relevant government staff to handle</p>	<p>Ongoing</p> <p>Q1</p> <p>Q3-Q4</p>	<p>PSEA coordinator / UNRC/ Senior Management</p> <p>PSEA coordinator</p> <p>PSEA coordinator</p>	<p>N/A</p> <p>N/A</p> <p>5,000</p>	

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		<p>SEA allegations (including victim centered approach)</p> <p>Continue advocacy with Bangladesh Government with regards to Sexual harassment act 2024</p> <p>Identify Entry points within the Government to engage and build capacity</p> <p>Establish PSEA focal points within the government</p>	<p>Ongoing</p> <p>Q1-Q2</p> <p>Q3</p>	<p>PSEA coordinator</p> <p>PSEA coordinator</p> <p>PSEA coordinator</p>	<p>N/A</p> <p>N/A</p> <p>N/A</p>	
<p>Outcome 1.3 Monitoring, Compliance, and Evaluation: Progress on key activities in the Action Plan is regularly monitored, reviewed for effectiveness, and adjusted as necessary to ensure ongoing progress and the achievement of the Required Outcomes.</p> <p><i>The Action Plan and the achievement of the Required Outcomes can be monitored by embedding standardized indicators such as the</i></p>	<p>Network activities and efficiency are monitored and reported to senior management</p>	<p>The networks produce mid-year and end of the year Report on PSEA network activities</p> <p>PSEA FPs Quarterly update the Senior Management on the implementation of the action plan</p> <p>Monitoring participation and engagement from the Network members</p> <p>Collect monthly conducted and planned activities from the network</p>	<p>Q2- Q4</p> <p>Quarterly</p> <p>Monthly</p> <p>Monthly</p>	<p>PSEA coordinators/ Network members</p> <p>PSEA coordinators/ PSEA FPs</p> <p>PSEA coordinators</p> <p>PSEA coordinators/ Network members</p>	<p>N/A</p> <p>N/A</p> <p>N/A</p> <p>N/A</p> <p>N/A</p>	

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<u>IASC PSEA Core Indicators.</u>		members to avoid duplication of efforts				
PSEA Policy, Oversight, and Implementation: Dedicated resources and PSEA structures are in place to facilitate coordination and support the development of local PSEA guidance and oversight of PSEA activities.						
Outcome 2.1 An inter-agency PSEA Network, comprised of all UNCT/HCT members, national actors, international and national NGOs, led by the Resident Coordinator or the RC/HC is in place, with the resources and expertise necessary to deliver PSEA outcomes.	PSEA network coordination and coordination with members is ensured	Conduct regular PSEA Network monthly meetings (in English and Bangla) Conduct regular Joint Field Visit with network members Develop a check list for the field visit The PSEA Network includes all UNCT/HCT Focal Points, including national actors and representation from international and national NGOs Creation of a shared drive for the network members Organize PSEA ToTs for the PSEA Focal Points	Monthly Monthly Q1 Ongoing Q1 Ongoing	PSEA coordinators PSEA coordinators/ Network members PSEA coordinators/ Network member PSEA coordinators PSEA coordinators/ Network members PSEA coordinators PSEA coordinators	N/A N/A N/A N/A N/A 5,000	

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		2 active Co-chairs are nominated for Bangladesh Network and 2 for Cox's Bazar	Q1	PSEA coordinators	N/A	
		Strengthening coordination with RSH and CHS Alliance and other relevant PSEA forums	Ongoing	PSEA coordinators	N/A	
		Support the network members to develop organizational PSEA Annual Action Plan	Q1	PSEA coordinators/ Network members	N/A	
		Develop PSEA network yearly workplan	Q4	PSEA coordinators	N/A	
		Review of the PSEA Focal Point ToR including both their institutional responsibilities and their expected engagement with the PSEA Network.	Q1		N/A	
		Facilitate training on basic PFA and GBV for PSEA Focal points	Ongoing	PSEA coordinators	5,000	
		Facilitate training for PSEA focal points on selfcare	Ongoing	PSEA coordinators	5,000	
		Establish the NGO PSEA Champions in Dhaka and Cox's Bazar in close coordination with NGO platform/INGO Network/CSO alliance	Ongoing	PSEA coordinators	N/A	
			Ongoing	PSEA coordinators		

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		<p>Increase the collaboration with the regional and global working groups and networks to share and replicate best practices as and when necessary</p> <p>Facilitate training for PSEA focal points on GBV and referral pathways</p>	Q2-Q4	PSEA coordinators	N/A 5,000	
	PSEA and AAP and other relevant working group (GDP and age and disability) coordination is increased	<p>In coordination with the AAP WG, establish field level networks.</p> <p>Mainstream PSEA within AAP activities (engagement with the communities, AAP messages).</p> <p>Conduct quarterly meetings with other relevant working groups, including GiHA (Gender in Humanitarian Action), Youth, GDP (Gender Diverse Population) and age and disability, to ensure PSEA is reflected and mainstreamed</p> <p>Conduct joint awareness raising activities</p> <p>Facilitate training on SEA disclosure and PSEA SOP to the AAP/CFM staff</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Q1-Q2-Q3-Q4</p> <p>Ongoing</p> <p>Q3</p>	<p>PSEA coordinators</p> <p>PSEA coordinators</p> <p>PSEA coordinators</p> <p>PSEA and AAP coordinators</p> <p>PSEA coordinators</p>	<p>N/A</p> <p>N/A</p> <p>N/A</p> <p>2,500</p> <p>2,000</p>	
	PSEA 3-years strategy is in place	Development of 3 years' PSEA strategy	Q2 Q2	PSEA coordinators	N/A 1,500	

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		Organize One Workshop with Senior Management and PSEA FPs on PSEA Strategy		PSEA coordinators/ Network members/ senior management		
	PSEA is mainstreamed and coordinated with clusters and sectors and in the ISCG and ICCG system	Organize two workshops (1 in CXB and 1 in DAC) with Sector/Custer Coordinators on PSEA Mainstreaming	Q3	PSEA coordinators	2,000	
		Joint quarterly meeting with Protection sector/cluster, GBV SS and CP SS	Quarterly	PSEA coordinators	N/A	
		Ensure all the sectors/clusters have PSEA Focal Points	Q1	PSEA coordinators	N/A	
		Mainstream PSEA into preparedness plan	Ongoing	PSEA coordinators	N/A	
		Two training (1 in CXB and 1 in DAC) for the sector/cluster PSEA Focal Points	Q1	PSEA coordinators	2,500	
		PSEA mainstream training for cluster/sector partners	Q3-Q4	PSEA coordinators	N/A	
		Inclusion of PSEA in the 5Ws	Ongoing	PSEA coordinators	N/A	
		PSEA is clearly reflected in the JRP and HRP	Ongoing	PSEA coordinators	N/A	

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Safe and Accessible Reporting Mechanisms and a Victim-Centered Approach: Every member of the communities we serve has access to confidential, safe, and gender-, child-, and culturally sensitive mechanisms and pathways to report SEA, and the rights and dignity of victims are prioritized and their needs addressed, following the United Nations Comprehensive Strategy on Assistance and Support to Victims of Sexual Exploitation and Abuse and the United Nations Protocol on the Provision of Assistance to Victims of Sexual Exploitation and Abuse.						
Outcome 3.1 Safe, accessible, confidential, and gender-, child-, and culturally sensitive mechanisms and processes for reporting SEA ¹ are in place.	Joint reporting mechanism are in place and following standard procedures to handle SEA allegations	In coordination with the AAP WG, establish the inter-agency reporting mechanisms.	Ongoing	PSEA coordinators	N/A	
		Consultation with the community to tailor the awareness and communication materials.	Ongoing	PSEA coordinators/ Network members	8,000	
		Consultation with the community on PSEA reporting channels	Ongoing	PSEA coordinators/ Network members	8,000	
		Mapping of SEA entry channels	Q1	PSEA coordinators/ Network members	N/A	
		Establish the generic PSEA email for the country	Q1	PSEA coordinators	N/A	
		Develop Key PSEA Messages and tools in local languages	Q3	PSEA coordinator	2,000	
Communication and community engagement is ensured	Conduct PSEA awareness sessions in Schools.	Ongoing	PSEA coordinators/	8,000		

¹Type of mechanism and targeted locations to be determined by each UNCT/HCT based on context and pre-existing channels and mechanisms for reporting. These could include, for example, phone hotlines, SMS, PSEA Focal Points, service points, etc. This could involve broader complaint channels that are strengthened with the necessary safeguards for reporting sexual exploitation and abuse, or the training of PSEA Focal Points within protection-related services to support reporting and referrals, and/or other systems, and/or a combination of the above, as appropriate per the country context.

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		<p>Organize Two Awareness Campaigns on PSEA both in Cox's Bazar and Dhaka for the community within the 16 days of activism</p> <p>Develop and disseminate "No Excuses" card</p> <p>Develop key PSEA messages for Radio Broadcasting.</p> <p>Engagement with Radio Networks and other telecoms and mobile phone to disseminate key PSEA messages.</p> <p>Develop Awareness materials (posters, key messages, videos, audios) for different target group from the community people.</p> <p>Develop Facilitation guide for training and awareness sessions.</p> <p>Review the PSEA Communication strategy</p> <p>Develop Key messages and IEC materials for Children</p> <p>Develop Training package for the Rohingya volunteers</p>	<p>Q4</p> <p>Ongoing</p> <p>Q2</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Q3</p> <p>Q3</p> <p>Q4</p>	<p>Network members PSEA coordinators/ Network members PSEA coordinators</p> <p>PSEA coordinators/ Network members</p> <p>PSEA coordinators/ Network members</p> <p>PSEA coordinators/ Network members PSEA coordinators/ Network members PSEA coordinators/ Network members PSEA coordinators</p>	<p>5,000</p> <p>2,000</p> <p>N/A</p> <p>N/A</p> <p>6,000</p> <p>N/A</p> <p>N/A</p> <p>N/A</p> <p>N/A</p> <p>N/A</p>	
<p>Outcome 3.2 Victims of SEA receive timely and appropriate</p>	<p>Services providers are aware on how to handle SEA allegations</p>	<p>Training of Trainers for GBV, CP Case Workers and other relevant</p>	<p>Ongoing</p>	<p>PSEA coordinators/</p>	<p>5,000</p>	

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assistance through adequately resourced, coordinated, and sensitive mechanisms and are supported throughout the process by an appropriate victim support function and/or role.		stakeholders on SEA Case Management, SEA disclosure and Victim Assistance.	Ongoing	Network members	6,000	
		Training of Trainers for the community leaders to handle SEA allegations (including victim centered approach and referrals).	Ongoing	PSEA coordinators/ Network members	N/A	
		Support and guidance to victims is provided by the Victims' Rights Focal Point.	Ongoing	Victims' Rights Focal Point.	N/A	
		Victims' Rights Focal Point to provide training and support on victim/survivor-centered approaches to PSEA.	Ongoing	Victims' Rights Focal Point.	N/A	
		Victims' Rights Focal Point is nominated.	Q1	PSEA coordinators	N/A	
Referral pathways are in place		Conduct Service Mapping to strengthen country wide referral pathway (in Collaboration with GBV Cluster)	Q1	PSEA coordinators/ Network members	N/A	
		Strengthen referral pathway for SEA allegations.	Ongoing	PSEA coordinators/ Network members	N/A	
Investigations and Accountability: Allegations of SEA are reported, assessed, and referred to investigations in a timely manner and all substantiated cases are addressed through a victim-centered approach and via established rules and regulations.						
Outcome 4.1 The PSEA Network adopts and implements processes for the handling of	A pool of investigators is available for Network members	Mapping of existing investigators	Q1	PSEA coordinators	N/A	
		Establish a Pool of trained Investigators in Bangladesh.	Q3	PSEA coordinators	N/A	

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complaints and referral of allegations to appropriate investigative bodies, including allegations related to implementing partners.		Training on SEAH Investigation for identified investigators.	Q2-Q3	PSEA coordinators	10,000	
		Mapping of the relevant national legal framework	Q2	PSEA coordinators	N/A	
		Develop a contextualized guideline for the members on SEAH investigation in line with national legal framework	Q3-Q4	PSEA coordinators	N/A	
	Investigations materials are tailored and in available in Bangla	Advocate for investigation trainings with CHS	Q1	PSEA coordinators	N/A	
		Develop a SEAH Investigation training Package	Q3	PSEA coordinators	N/A	
		Translate the CHS Alliance Investigation Guideline in Bangla.	Q1	PSEA coordinators	N/A	

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Outcome 4.2 The senior-most UN official in-country is promptly informed of allegations of SEA, in compliance with the Management and Accountability Framework and the Updated Guidance Note on Sharing Information on Allegations.	All SEA allegations are reported and recorded	Roll out training for the key stakeholders on the revised SOP both in CXB and rest of Bangladesh	Q2	PSEA coordinators	8,000	
		Finalize and obtain endorsement of the PSEA SOP	Q1	PSEA coordinators/ Network members	N/A	
		Creation of the secured database	Q1	PSEA coordinators	N/A	
		Develop the information sharing protocol	Q1	PSEA coordinators/ Network members	N/A	
		One Workshop to develop common understanding on SEA data sharing with key stakeholders	Q3	PSEA coordinators	3,000	
Proactive Prevention: Training, Awareness, and Risk Management: Proactive prevention measures are implemented, including training and awareness raising, screening and vetting of personnel, conducting risk assessments, and implementing robust risk mitigation measures in programs and activities, including with implementing partners.						
Outcome 5.1 Mandatory training on PSEA is completed by all staff and related personnel, covering the United Nations standards of conduct, how to file complaints, and the implications of breaching these standards. PSEA refresher training and	PSEA trainings are provided to all personnel among the Country	Organize PSEA ToTs for the PSEA FPs.	PSEA coordinators	Q2	4,000	
		Establish a pool of trainers.	PSEA coordinators/ Network members	Q2	N/A	
		Include PSEA messages in the UNDSS-debriefing documents.	PSEA coordinators/ Network members	Q1	N/A	
		Develop volunteer training module	PSEA coordinators	Q2	N/A	

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awareness-raising are conducted regularly.		Develop shorter versions of the PSEA training packages for consultants and third-party collaborators	PSEA coordinators	Q3	N/A	
	HRs are aware and responsible for all PSEA related activities	Organize Two workshops with HR staff to clarify their PSEA role and responsibilities.	Q2	PSEA coordinators	5,000	
		Develop one PSEA checklist for HR	Q2	PSEA coordinators	N/A	
Outcome 5.2 Regular inter-agency PSEA risk assessments are conducted at country level including Cox's Bazar, with mitigation measures developed, resourced, and integrated into projects and programs as needed.	Inter-agency risk assessment is conducted at Country level	Organize One validation Workshop with Senior Management and PSEA FPs-Interagency SEA Risk Assessment.	Q2	PSEA coordinators	5,000	
		Conduct 2 assessments in the camps in collaboration with NPM to assess the status and satisfaction level of the community on the reporting mechanisms.	Q2-Q4	PSEA coordinators/NPM	N/A	
		Conduct Interagency SEA Risk Assessment	Q1	PSEA coordinators/consultant	25,000	
		Organize training or workshops for staff and PSEA FPs to ensure they understand the risks, the mitigation strategies, and their roles in implementing them.	Q3	PSEA coordinators/Network members	5,000	

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		Conduct evaluations at regular intervals to assess the effectiveness of the mitigation measures and make adjustments as necessary	Ongoing	PSEA coordinators/ Network members	N/A	

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<p>Outcome 5.3 Adequate safeguards are in place when working with implementing partners, and appropriate assessments and actions related to SEA are taken, in line with the United Nations Protocol on Allegations of Sexual Exploitation and Abuse Involving Implementing Partners and the United Nations Implementing Partner PSEA Capacity Assessment.</p>	<p>All IPs are assessed and received the needed support to fulfil their PSEA responsibilities</p>	<p>Establish a working group on IP PSEA assessment.</p>	<p>Q1</p>	<p>PSEA coordinators</p>	<p>N/A</p>	
		<p>Organize one workshop to develop a strategy to strengthen the IP assessment and IP support.</p>	<p>Q3</p>	<p>PSEA coordinators</p>	<p>1.000</p>	
		<p>Develop a common approach to support strengthening the IP PSEA capacity.</p>	<p>Q3</p>	<p>PSEA coordinators/ Network members</p>	<p>N/A</p>	
		<p>Create a consolidated database on the assessed IPs.</p>	<p>Ongoing</p>	<p>PSEA coordinators</p>	<p>N/A</p>	
		<p>Identify non-UN IP NGOs and establishment of a mentorship program for them in collaboration with CHS A.</p>	<p>Ongoing</p>	<p>PSEA coordinators</p>	<p>N/A</p>	
		<p>Create a list of vendors, third parties, service providers, consultants and establish a mentorship program.</p>	<p>Q2</p>	<p>PSEA coordinators</p>	<p>N/A</p>	
		<p>Develop a guideline and checklist for the mentorship program in collaboration with RSH and CHS A.</p>	<p>Q3</p>	<p>PSEA coordinators</p>	<p>N/A</p>	
<p>BUDGET: (Please provide the overall budget for all planned PSEA activities and victims' assistance activities. If preferable, the budget can be broken down by activity and included in the "Budget" column.)</p>						

<p><u>Action Plan – Drafter</u></p> <p>Name: <i>Benedetta Cocco</i></p> <p>Contact Details: <i>Benedetta.cocco1@un.org</i></p> <p>Position: <i>PSEA Coordinator</i></p> <p>Signature: <i>BenedettaCocco</i></p> <p>Date: 06 February 2025</p>	<p><u>Action Plan – Approval Authority (Senior-most Individual)</u></p> <p>Name: <i>Gwyn Lewis</i></p> <p>Contact Details: <i>lewisg@un.org</i></p> <p>Position: <i>UN Resident Coordinator</i></p> <p>Signature: </p> <p>Date: <i>06 February 2025</i></p>
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Additional Information and Resources

- [Management and Accountability of the United Nations Development and Resident Coordinator System](#)
- [Knowledge Gateway](#)
- [United Nations Protocol on the Provision of Assistance to Victims of Sexual Exploitation and Abuse and Technical Note on the Implementation of the Protocol.](#)
- [Victims' Rights Statement](#)
- [Inter-Agency Standing Committee resources](#)
 - [IASC Six Core Principles Relating to SEA \(Revised 2019\)](#)
 - [IASC Minimum Operating Standards PSEA](#)
 - [Guideline – Inter-Agency Community-Based Complaint Mechanisms – Protection against Sexual Exploitation and Abuse](#)
 - [IASC PSEA Core Indicators](#)
 - [IASC PSEA Core Indicators Guidance Note](#)
- [UN System Policies and Protocols on PSEA](#)
- [UN System Tools on PSEA](#)
- [Office of the Victims' Rights Advocate](#)