

2026 Country Level UNCT/HCT Action Plan to Prevent and Respond to Sexual Exploitation, Abuse and Harassment

All activities in the below Action Plan will be implemented across Bangladesh, and it is based on the 4 years PSEAH Network Strategy

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 Coordination: Leaders at all levels are accountable to foster coordination on PSEAH at Country level						
Outcome 1.1 The Senior Leadership is accountable to internal and external policies to advance PSEAH within the organisation and Bangladesh	Sufficient capacity of PSEAH focal points is in place, including capacity to receive allegation, reduce retaliation, accountability to IPs, inclusion in project proposal, etc	<ul style="list-style-type: none"> Ensure all organizations have a designated PSEA focal point and a back up Develop TOR for focal points which will be integrated in their extended TOR and part of their performance evaluation Quarterly reminder from senior leadership to PSEAH Focal point on active participation in PSEAH Network To regularly share sessions on challenges and best practice within the network and plans PSEAH is a standing agenda in UNCT and provides regular updates to senior management in relevant forum PSEAH Network provide quarterly updates to donors Organize meetings with NGOs senior leadership to mainstream PSEAH in their activities Organize one session on handling allegation for senior leadership 	Q1 Ongoing Ongoing Monthly Ongoing Ongoing Quarterly Q2	PSEAH coordinator Senior leadership PSEAH Coord/SL Coord/FPs Coord/RC Coord Coord Coord	N/A N/A N/A N/A N/A N/A N/A	
	Continuous sharing of information on SEAH allegations with RC to conduct regular trend analysis	<ul style="list-style-type: none"> Bi yearly presentation of the allegations data at relevant networks All PSEA Network members regularly share information on allegations with RC as per the SOP 2 orientation session on SOP and data sharing organized by PSEAH network for PSEAH focal points and other relevant stakeholders including GBV case manager 	Q2,Q4 Ongoing Q2 ongoing	Coord FPs Coord coord	N/A N/A 300 \$ N/A	

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		<ul style="list-style-type: none"> Regularly update the SEAH allegation data tracking 				
Outcome 1.2 The engagement and collaboration with Governmental actors on PSEAH related issues is established and strengthened	Engagement with stakeholders to identify Governmental structures already existing	<ul style="list-style-type: none"> Mapping of organizations' PSEAH engagement already existing with the government Mapping of existing networks and forum with several donors and stakeholders to integrate PSEAH discussion Discussion within LCG and other identified networks on entry point to discuss engagement with the government 	Q1	Coord/FPs	N/A	
	PSEA Network and Governmental actors coordinate on PSEAH efforts	<ul style="list-style-type: none"> Work closely with NGO Affairs Bureau to ensure PSEAH is reflected in the minimum standards Organize Training for NGO Affairs Bureau officials on how to assess the NGOs Identify focal points within the government Organize a 1 day workshop to develop a strategy to increase engagement of governmental counterparts, with relevant stakeholders Develop a strategy on engagement with the government with clear responsibility and timeline 	Q1	Coord/FPs	N/A	
			Q2,Q3	Coord	N/A	
Q4			coord	500\$		
Q2 Q3			coord Coord	N/A 500\$		
Strengthen the coordination on PSEAH related matters with RRRC office	<ul style="list-style-type: none"> Conduct regular meetings with the RRRC PSEAH FP Develop an Information Sharing Protocol with RRRC Develop and facilitate PSEAH Training package with RRRC PSEAH FP for RRRC staff Facilitate 4 trainings for APBn staff on PSEAH Facilitate 4 training for police staff 	Q1	Coord/FPs	N/A		
		Ongoing	Coord	N/A		
		Q1	Coord	N/A		
		Q1,Q3	Coord	500\$		
			Q2 Q3	Coord Coord	800\$ 800\$	
PSEAH prevention is increased and coordinate with the PSEAH Network at all levels, including humanitarian and development responses						

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Outcome 2.1 PSEAH is reflected in all humanitarian and development responses	PSEAH is mainstreamed at all levels and in relevant forums	<ul style="list-style-type: none"> PSEA is reflected in CCA, HRP and JRP and other key country documents, including dedicated sessions in JMSNA and other assessments PSEAH focal points in clusters and sectors are maintained and their capacity increased Expand PSEAH engagement outside UN scope, involving NGOs platform and forums, WLO and HRO PSEAH is a standing agenda in UNCT, ROCT, HT and other relevant forums. Yearly survey for FPs Organize one TOT on a specific topic selected by FPs Cascade down the TOT Information sessions on successful activities, including sectors and clusters Collaborate with clusters and sectors to integrate PSEAH messages in the campaign Integrate PSEAH in all risk assessments Conduct monthly PSEAH network meetings Develop yearly workplan Develop a 4 years strategy 	Ongoing ongoing ongoing ongoing Q1 Q3 Q3,Q4 quarterly ongoing monthly Q4 Q1	Coord Coord/cluster and sector coord coord coord coord/FPs coord Coord/FPs Coord/cluster and sector coord Coord/cluster and sector coord Coord Coord coord	N/A N/A N/A N/A N/A 2000\$ 2000\$ N/A N/A N/A 500\$ N/A	
	PSEAH is reflected in all HR phases	<ul style="list-style-type: none"> Development of a background check system Minimum PSEAH standard are added in all HR procedures Onboarding and refresh trainings on PSEAH are conducted and tracked by the PSEAH network Develop ToRs for volunteers including PSEAH Develop an HR check list for volunteer recruitment on PSEAH 	Ongoing Q2 Monthly Q1 Q1	coord Coord/FPs Coord/FPs Coord Coord	N/A N/A N/A N/A N/A	

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		<ul style="list-style-type: none"> All interviews are having basic questions on PSEAH knowledge All job advertisements include PSEAH standards 	ongoing ongoing	HRs HRs	N/A N/A	
	PSEAH awareness is improved among all organizations	<ul style="list-style-type: none"> Update the current PSEAH Network member list Regularly update the PSEAH NGO Champions Review Internal Protection From Retaliation Policy and train staff and aware the community ToT cascade down Volunteer training Vendors/third parties training Finalise the IP assessment package Share drive of supporting documents and templates for IP Strengthen Monitoring from members on their IPs Develop and upload FAQ Document 	Q1, Q3 Q1, Q3 Q2 Q1, Q2 Q3, Q4 Q1 Q1 Ongoing Q2	Coord Coord Coord/FPs Coord/FPs Coord/FPs Coord Coord FPs coord	N/A N/A 1000\$ N/A N/A N/A N/A N/A N/A N/A	
	PSEAH awareness within the community is tailored and increased	<ul style="list-style-type: none"> Review and implementation of communication strategy IEC materials tailored and translated (Bengali, English and Rohingya) accordingly Appoint and train PSEAH champions among the community Engage with the Community based protection groups/community representative groups Community leaders training (Imams, Female Leaders, Youth Groups) Community consultation on preferred way to receive awareness Develop the materials and guidelines based on beneficiaries' preferences 	Q2 Q2 Q3/Q4 Q2 Q4 Q1/Q2 Q2	Coord/FPs Coord/FPs Coord/FPs Coord Coord/FPs Coord/FPs coord	N/A 1000\$ N/A N/A N/A N/A N/A	

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Response to SEAH allegations is on time ensuring proper assistance for the victims and adequate investigations and disciplinary measures are undertaken						
Outcome 3.1 The response to SEAH is strengthen	PSEAH reporting mechanism are in place, safe and accessible to community in most of the locations	<ul style="list-style-type: none"> Mapping of existing reporting mechanism within governmental structure Develop an agreement with government on use of existing reporting mechanism and sharing of information 	Q1,Q2	Coord/AAP	N/A	
	Investigations are conducted properly and in a timely manner	<ul style="list-style-type: none"> Establish an Interagency Hotline number in CXB Training for pool of investigators in coordination with CHS Alliance Develop a comprehensive package containing templates such as Terms of Reference (TOR), report formats, and other guidance materials for investigation To create a fare rate for investigators Basic training on how to handle allegations for PSEAH FP Develop Do and don'ts in the investigation process Constant sharing of feedback of satisfaction with pool of investigators 	Q2	Coord	N/A	
			Q2	Coord/CHS	3000\$	
			Q2	Coord	N/A	
			Q2	Coord	N/A	
			Q2,Q4	Coord	500\$	
			Q1	Coord	N/A	
			ongoing	Coord/FPs	N/A	
Victim centered approach is respected and implemented at all time						
Outcome 4.1 Victims are having access to the services based on their need and request	Services are available, mapped and shared	<ul style="list-style-type: none"> Increase coordination with GBV, CP, Protection Strengthen the sharing of information on referral pathway Develop and share a pocket guide in all entry points (including dos and donts) 	Ongoing	Coord/cluster and sector coord	N/A	
			Ongoing	Coord/cluster and sector coord	N/A	
			Q2	Coord/cluster and sector coord	500\$	

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	The services to victims are organised and coordinated	<ul style="list-style-type: none"> Cascade VAP TOT Appoint a Survivor Centered Focal point Yearly GBV training to PSEAH focal points 	Q1/Q2 Q1 Q3	Coord/FPs Coord/RC Coord/cluster and sector coord	500\$ N/A N/A	
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.) 14.400\$						

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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](#)