

Many organisations will already be familiar with (and may have adopted) the United Nations IASC (Inter-Agency Standing Committee) Task Force Core Principles and Code of Conduct. See www.humanitarianinfo.org/iasc and the International Red Cross code of conduct www.ifrc.org

UNITED NATIONS IASC TASK FORCE CORE PRINCIPLES AND CODE OF CONDUCT

- Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment.
- Sexual activity with children (person under the age of 18) is prohibited regardless of the age of consent locally. Mistaken belief in the age of the child is not a defence.
- Exchange of money, employment, goods or services for sex, including favours or other forms of humiliating, degrading or exploitative behaviour is prohibited. This includes the exchange of assistance that is due to beneficiaries.
- Sexual relationships between (AGENCY NAME) staff members and beneficiaries are strongly discouraged since they are based on inherently unequal power dynamics. Such relationships undermine the credibility and integrity of humanitarian aid work.
- Where a (AGENCY NAME) member of staff develops concerns or suspicions regarding sexual abuse or exploitation by a fellow member of staff, whether in (AGENCY NAME) or not, s/he must report such concerns via the prescribed procedure.
- (AGENCY NAME) workers are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of this code of conduct.
- Managers at all levels have particular responsibilities to support and develop systems which maintain this environment.

However, these only relate to the issue of sexual abuse and exploitation and therefore a more practical do's and don'ts code of practice is also needed that addresses:

- physical contact and touching
- environment and work space
- language and equality
- good practice when working directly with children
- contact arrangements
- transport
- safe and open culture
- sleeping arrangements
- discipline.