

“SMART values every individual and is committed towards protecting the dignity and respect of each individual. It has zero tolerance to any form of sexual harassment or abuse.”

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Cover photo: Saloni Singh
Photo page 1: Himanshi Pandey
Photo page 2: Priyanka Mittal



Protection from Sexual Exploitation and Abuse (PSEA)

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What's is sexual exploitation and abuse?

The term Sexual Exploitation and Abuse (SEA) refers to acts committed by employees, volunteers, partners, vendors or any one associated with SMART against beneficiaries and communities served by SMART.

Sexual exploitation

Any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting financially, socially or politically from the sexual exploitation of another.

Sexual abuse

The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.



1 SEA constitute acts of gross misconduct and are grounds for termination of employment.

NO SECOND CHANCES

2 Sexual activity with children (<18 year of age) is prohibited.

NO SEX WITH CHILDREN

3 Exchange of money, employment, goods for services for sex is prohibited, including hiring prostitutes.

DON'T HIRE/BRIBE ANYONE FOR SEX

4 Any sexual relationship with beneficiaries that involves improper use of position is prohibited.

NO SEX WITH BENEFICIARIES

5 Humanitarian workers are obligated to report any concerns regarding SEA by fellow workers.

ALWAYS REPORT SEA

6 Humanitarian workers are obligated to create and maintain an environment which prevents SEA.

DISCOURAGE SEA AROUND YOU

Adapted from the IASC 6 Core Principles relating to SEA, September 2019



What is SMART's policy regarding PSEA?

SMART has a **zero tolerance** policy for sexual exploitation and abuse. This policy applies to:

- ⇒ **All SMART employees**, regardless of contract type or duration;
- ⇒ **All SMART partners**, suppliers, contract workers and external service providers.

SEA include behaviors both away from the workplace, and during or outside working hours.

What should I do if I observe or suspect SEA is taking place?

If you observe or suspect SEA is committed by a SMART employee or any other personnel associated with the work of SMART, **you are obligated to report** it.

Is prostitution also a form of SEA?

Yes. Engaging prostitution services, even if prostitution is legal in the country you are in, on or off duty, is prohibited.

How do I report acts of sexual exploitation or abuse?

To report SEA, contact either one of the following:

nitika@radiomewat.org
pinky.chandran@gmail.com
harshitakumar@atlanticlaw.in

Who is my PSEA Focal Point and what do they do?

* **The designated PSEA Focal Point**
Astha Singh
Ph: +918447754092
astha@smartngo.org

Your PSEA Focal Point is based in Delhi. The Focal Point will support the senior management in creating a SEA-preventative environment and raise awareness of all employees and partners.