

FXB INTERNATIONAL POLICY ON PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE

1. Preamble

FXB International is a non-profit, non-governmental development organization founded in 1989. FXB International is the umbrella body encompassing FXB Switzerland, FXB France, FXB USA, FXB Colombia, FXB Burundi, FXB Rwanda, FXB Uganda, FXB South Africa, FXB China, FXB India Suraksha, FXB Mongolia and FXB Myanmar. All these entities share the same vision, mission and program methodology. FXB's programs aim to prevent and reduce all forms of violence and insecurity, ensuring a safe, secure and protective environment for children and women who are the first victims of sexual exploitation and abuse. It is therefore of the utmost importance that the organization has a clear Policy on Protection from Sexual Exploitation and Abuse in place to safeguard our beneficiaries and collaborators from any kind of abuse and to minimize the risk of abuse where it exists.

2. Definitions

Child: A human being, girl or boy, under the age of 18.

Exploitation: The action or fact of treating someone unfairly in order to benefit from their work.¹

Sexual exploitation : Any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, threatening or profiting monetarily, socially or politically from the sexual exploitation of another.² In other words, it is understood as abuse of authority, trust or a situation of vulnerability for sexual ends in exchange for money, work, goods or services.

Harassment: The word harassment refers to a pattern of hostile language or actions expressed or carried out against an employee over time. It includes repeated unwanted contacts without a reasonable purpose, insults, threats, touching, or offensive language.³

Sexual abuse : The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.⁴ Sexual exploitation and abuse also includes sexual relations with a child, in any context.

Sexual harassment: Refers to any sexual or gender-related behaviour that is not desired by the victim of it and that violates his or her dignity.

Zero tolerance: Approach consisting in severely punishing any person under contract and terminate their contract with immediate effects.

¹ WHO, Sexual Exploitation and Abuse Prevention and Response, Policy and Procedures, March 2017.

² Idem.

³ Cambridge Dictionary.

⁴ Idem.

3. Introduction

According to the House of Commons International Development Committee, Sexual exploitation and abuse by aid workers have been a real and endemic problem for many years.⁵ Given the fact that Protecting our beneficiaries against it derives from international human rights law, in particular the provisions on combating trafficking in human beings,⁶ FXB international has been implementing a zero tolerance policy towards sexual exploitation and abuse on the basis of race, religion, color, citizenship, ethnicity, political activity or affiliation, marital status, age, national origin, ancestry, physical or mental disability, medical conditions, sexual orientation, gender identity, gender expression, or any other characteristics. As it is primordial to fight the issue at its core, FXB International has established a strict line of conduct for our teams, caretakers and partners to follow.

4. Scope

The Protection against Sexual Exploitation and Abuse Charter applies to all collaborators from headquarters and in the field. This includes consultants, volunteers, professionals under different contractual arrangements and, to a degree, our partners in the field. The policy must be followed and applied in all countries in which FXB operates, without regards to any less binding legislation.

5. Code of conduct

1. Harassment in any form, including sexual harassment, is strictly prohibited.
2. The purchase of sexual services and the practice of sexual exploitation are prohibited.
3. Entering into a sexual relationship with a direct beneficiary or with a member of his or her immediate family is strictly prohibited.
4. Using one's position to solicit sexual services in exchange for assistance and/or protection is prohibited.
5. Entering into a sexual relationship with a child, inciting, or forcing a child to take part in activities of a sexual nature is prohibited under any circumstances. This, whether or not the child consented to the sexual relationship.
6. Any kind of pornographic activities involving sexual contact with a beneficiary in general, and more specifically with a child, as well as acquiring, storing or circulating documents of a paedophilic nature, regardless of the medium used are prohibited.
7. Abuse, neglect, exploitation and violence against children are prohibited. FXB collaborators must ensure that children's safety and well-being are protected at all times. They therefore have the responsibility to prevent and respond to child abuse, neglect, exploitation and violence at the best of their capacities.

⁵ International Development Committee, Second Report of Session 2013–14, Violence Against Women and Girls, HC107.

⁶ United Nations Convention against Transnational Organized Crime of 15 November 2000; Additional protocol of 15 November 2000 to the United Nations Convention against Transnational Organized Crime to prevent, suppress and punish trafficking in persons, especially women and children of 15 November 2000.



8. Any kind of harassment between co-workers, regardless of their place in the hierarchy is not tolerated.

9. Any suspicious activity has to be reported to a higher level of the hierarchy in order for the situation to be handled quickly. A zero tolerance policy will be applied if a situation presented in the preceding code of conduct were to occur.

Signed at on the..... of..... 20.....

FXB Country:

Name and Surname :

Capacity:

Signature :

Country Director signature :