

YGlobal's Policy on Protection from Sexual Harassment, Exploitation and Abuse (SEAH)

The purpose of this document is to have guidelines in place, which both focus on prevention and give procedures and guidelines for addressing eventual cases reported.

Introduction:

Sexual exploitation, sexual abuse, and sexual harassment (SEAH) violate the rights and wellbeing of the people we serve and the people with whom we serve. As an ecumenical rights-based organization, and in line with our mandate, YGlobal has an obligation to respect and protect underrepresented and vulnerable youth at risk. YGlobal maintains a zero-tolerance stance against sexual harassment, exploitation, and abuse and is committed to providing a safe environment for all its staff and related personnel free from discrimination on any ground and from harassment at work, including sexual harassment. Any person found to have sexually harassed another will face disciplinary action, up to and including dismissal from employment and legal measures. All complaints of sexual harassment will be taken seriously and treated with respect and in confidence. No one will be victimized for making such a complaint. Complaints will be handled in confidence, and through a survivor-centered approach.

YGlobal recognizes that sexual harassment, exploitation, and abuse can manifest in any context, including all work-related environments. However, in conflict areas and within vulnerable communities, where the population turns to YGlobal and its partners for services, safe spaces and trainings, an additional ethical responsibility and duty of care is placed on all YGlobal staff and associated individuals. Sexual violence, as the most immediate and perilous form of gender-based violence occurring in emergencies and development settings, is a violation of human rights. Therefore, all personnel are expected to assume and acknowledge that gender-based violence, particularly sexual violence, may be occurring as a severe and life-threatening protection issue, irrespective of the presence or absence of concrete and reliable evidence.

Every member of YGlobal's staff and its implementing partners shares a collective commitment to preventing sexual harassment, exploitation, and abuse. All YGlobal staff and related personnel bear individual and collective responsibility for upholding and promoting this policy both during and outside regular working hours.

Definition and Scope:

In line with WHO, YGlobal uses the umbrella term "sexual misconduct" to encompass the full spectrum of prohibited and unwanted behaviour of a sexual nature (including rape and sexual assault). This is because all such acts are prohibited – whether perpetrated by YGlobal's own personnel or by implementing partners – and therefore constitute misconduct.

This policy is applicable to all personnel affiliated with YGlobal, including but not limited to permanent and temporary staff, interns, consultants, volunteers, and any other individuals working for or representing YGlobal. Collectively, these individuals are referred to as "YGlobal staff and related personnel".

Any breaches of this policy are considered a form of misconduct and, if substantiated, will result in disciplinary actions, which may include termination of employment and/or legal action as deemed necessary.

The primary objective of this policy is to foster greater accountability and delineate essential responsibilities for both management and staff. It is designed to protect YGlobal staff as well as all community members served by YGlobal's activities. All staff members must remain cognizant that their

actions in their respective contexts can have far-reaching consequences for the well-being of many individuals.

Key principles:

- Acts of sexual harassment, exploitation, and abuse, committed by YGlobal staff and related personnel are considered grave misconduct. If proven true, these actions will result in disciplinary actions, which can include termination of employment and, if necessary, legal measures.
- If YGlobal staff or related personnel become aware of or suspect sexual harassment, abuse, or exploitation, whether within YGlobal or at a partner, they must promptly report their concerns using the established mechanisms for whistleblowing.
- Sexual relationships between YGlobal staff and related personnel, and participants receiving services from YGlobal or its partners are not allowed due to the inherent power imbalances in such relationships. This principle also applies to the relationship between YGlobal staff and volunteers, as outlined in the organisations code of conduct.
- It is the obligation of YGlobal staff and related personnel to foster an environment that prevents sexual harassment, exploitation, and abuse, while promoting the implementation of this Policy. The management at YGlobal (at all levels) carry a particular responsibility for establishing and maintaining systems that uphold these standards.
- YGlobal will not collaborate with entities that do not adequately address sexual harassment, exploitation, and abuse. Failure to meet these expectations will result in the termination of any cooperative arrangement with YGlobal.
- YGlobal acknowledge that our work is done within different cultural settings, where there might be customs, laws or practices conflicting with this policy. Although YGlobal aims to be sensitive to the local context, in instances where cultural practices are in conflict with this policy, the policy take precedence.

Complaints and procedures:**YGlobal Complaints System:**

YGlobal is committed to having a secure and accessible reporting system. Our system is designed to serve everyone in contact with the organization and our partners. Information regarding the reporting system should be made available in various relevant channels and is also highly visible at the YGlobal website, both in Norwegian and English. A reporting system in other relevant languages, like arabic and swahili, can be developed when, and if, this need is identified. For further detail, please see our [whistleblower policy](#).

Any intentionally false or deceptive allegations made against the actions of another staff member will be treated as misconduct and may result in disciplinary action at the discretion of the employer.

All complaints will be addressed discreetly and in accordance with the organization's whistleblower policy. Depending on the level of harm to individuals and/or YGlobal, this team receiving the complaint may investigate as deemed appropriate.

Enforcement:

Any confirmed violation of this policy will not be accepted and may result, in accordance with applicable laws, in internal disciplinary actions, termination of employment, or potential criminal prosecution. The decision to take such actions will be based on the nature of the offense, the outcomes of the investigation, and the recommended measures. These actions may apply to both individual staff members and organizations, depending on the specific circumstances.

Responsibilities:

Every staff member carries a personal responsibility to familiarise themselves with this policy and its objectives. Additionally, all YGlobal line managers are tasked with the responsibility of ensuring that all their team members are not only aware of this policy but also comprehend its practical implications in their daily conduct within their work environment. YGlobal are responsible for following up that the different SEAH policies of the partners are in line with the principles laid out in this policy. All YGlobal staff and related personnel must sign the Code of Conduct, attached to this policy.
