

#AtlasToo Virtual Library

Sample policies and procedures

International Labour Organisation - Sample sexual harassment policy

https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-suva/documents/policy/wcms_407364.pdf

Dignity at Work 2015 - An Anti-bullying, harassment and sexual harassment policy for the Irish Civil Service

<https://hr.per.gov.ie/wp-content/uploads/2015/02/here.pdf>

The Old Vic Theatre Dignity at Work Policy (UK)

<https://cdn.oldvictheatre.com/uploads/2017/11/THE-OLD-VIC-DIGNITY-AT-WORK-POLICY.pdf>

U.S. Equal Employment Opportunity Commission - Policy Guidance on Current Issues of Sexual Harassment

<https://www.eeoc.gov/policy/docs/currentissues.html>

Canadian Human Rights Commission - Anti-harassment policy template

<https://www.chrc-ccdp.gc.ca/sites/default/files/pdf/anti-harassment.doc>

Commission for Conciliation Mediation and Arbitration - Code of Good Practice on Sexual Harassment (South Africa)

<https://www.ccma.org.za/Advice/Knowledge-Hub/Downloads/Codes-Procedures>

ACICA 45 code of conduct (Australian arbitration association which requires members to sign a code of conduct with anti-harassment and abuse provisions)

<https://acica.org.au/wp-content/uploads/2018/10/ACICA-45-Statement-of-Conduct.pdf>

Reports and research

Equality and Human Rights Commission (UK)

Turning the tables - ending sexual harassment at work

<https://www.equalityhumanrights.com/sites/default/files/ending-sexual-harassment-at-work.pdf>

Court and Tribunal decisions

ICC decision of Counsel Disciplinary Board regarding the right of a victim of harassment/assault to have protective measures and legal advice during the complaint process

<https://www.icc-cpi.int/iccdocs/disc-board/SDO-2018-02-DB%20Decision%20ENG.pdf>

Victims' rights

Information and contact addresses for sexual violence victims in the US:

<https://www.aclu.org/other/survivors-sexual-violence-have-right-speak-out>

ACLU initiatives re sexual assault & harassment in US military:

<https://www.aclu.org/issues/womens-rights/violence-against-women/sexual-assault-and-harassment-military>

ACLU legal advice on non-disclosure agreements and victims' right to report assault:

<https://www.aclu.org/blog/womens-rights/womens-rights-workplace/nondisclosure-agreement-silencing-you-sharing-your-me-too>

ACLU legal advice on publicly reporting harassment without risking a defamation suit

<https://www.aclu.org/blog/womens-rights/worried-about-getting-sued-reporting-sexual-abuse-here-are-some-tips>

ACLU materials for victims of domestic & sexual violence who face discrimination as a result

<https://action.aclu.org/legal-intake/discrimination-against-survivors-domestic-and-sexual-violence>

U.S. Equal Employment Opportunity Commission-What to do if you believe you have been harassed at work

https://www.eeoc.gov/eeoc/newsroom/wysk/harassed_at_work.cfm

ACLU paper re need for abuse and harassment initiatives to reflect the voices and needs of the transgender community

<https://www.aclu.org/blog/womens-rights/violence-against-women/making-space-trans-people-metoo-movement>

Article re legislation in Washington DC that seeks to limit use of NDAs in sexual harassment cases

<https://www.fisherphillips.com/resources-alerts-washington-bars-sexual-harassment-nondisclosure-agreements>

Organisational obligations

Article re Oslo District Court decision Steven Patrick Dennis vs. the Norwegian Refugee Council – found NGO failed in duty of care vis-à-vis staff member who was kidnapped and shot

<https://odihpn.org/blog/dennis-vs-norwegian-refugee-council-implications-for-duty-of-care/>

ILOAT judgment re ICC duty of care & responsibility to compensate staff sent on mission, who were detained, and subjected to retaliation for attempt to seek compensation. Harassment claim rejected due to failure to exhaust internal measures.

<http://www.internationallawbureau.com/wp-content/uploads/2018/06/ILOAT-judgment.pdf>

EISF paper on legal liability of international humanitarian aid organisations towards their staff

<https://www.eisf.eu/library/can-you-get-sued-legal-liability-of-international-humanitarian-aid-organisations-towards-their-staff/>

EISF paper on managing the security of aid workers with diverse profiles

<https://www.eisf.eu/news/managing-the-security-of-aid-workers-with-diverse-profiles-2/>

EISF guidelines re managing sexual violence against aid workers, including guidelines for reporting abuse, and mainstreaming gender violence in risk assessments

<https://www.eisf.eu/theme/managing-sexual-violence/>

Op-ed by Megan Nobert and Christine Williamson re organisations' duty of care to aid workers - in particular as concerns sexual exploitation and abuse

<https://www.eisf.eu/news/duty-of-care-and-sexual-violence-in-the-humanitarian-community/>

Article with advice re practical steps organisations can take to protect staff from harm, and from harming others

<https://odihpn.org/blog/safeguarding-humanitarian-organisations-practical-look-prevention-response/>

Article by Megan Nobert on why aid organisations have positive duty to take steps to prevent sexual violence in workplace - with links to relevant materials concerning applicable standards and recommendations

<https://www.eisf.eu/news/why-should-we-address-sexual-violence-in-humanitarian-workplaces/>

Links to counselling services for victims

Online 24/7 counselling service

<https://www.betterhelp.com/>

Website with resources for survivors of rape and sexual assault (US oriented)

<https://www.brettkavanaugh.com/>

Addressing harassment with humour!

Article identifying superficial measures used by high profile institutions to pretend to enact reform

<https://www.mcsweeneys.net/articles/how-to-look-like-youre-trying-to-end-sexual-harassment>