

15 May 2024

Organization X: Anonymized

Methodology

This PSEA assessment was produced in consultation with the Organization X Focal Point (FP) and comprises three key steps:

1. Self-Assessment and Documentation Review: The Focal Point at X completed a self-assessment and submitted the organizations policies and bylaws for review.
2. Analysis and Consultation: The PSEA Coordinator analyzed the submitted documentation against the PSEA Minimum Operating Standards (MOS) and held a consultation meeting with the FP to discuss identified gaps.
3. Report Production: The PSEA International Coordinator compiled this report using the UNICEF template, which is the current model adopted by the PSEA Network.

PSEA Minimum Operating Standards (MOS)

The assessment is organized around 8 core standards, encapsulating the issues addressed in the MOS (see the assessment tool for the full MOS). The main concerns of the MOS include Management and Coordination, Engagement with and Support of Local Communities, PSEA Prevention, and Response.

The core standards of the assessment are:

1. Organizational Policy
2. Organizational Management
3. HR Systems
4. Mandatory Training
5. Reporting
6. Assistance and Referrals
7. Investigations
8. Corrective Measures

Risk rating is assigned according to the following:

| Risk Level | Assessment Description |
|-------------------|---|
| High | PSEA Assessment of organizational capacities as Low |
| Medium | PSEA Assessment of organizational capacities as Needs Improvement |
| Low | PSEA Assessment of organizational capacities as Adequate |
| High Risk Assumed | PSEA Assessment not yet carried out |

Each component has been assessed individually to produce the average risk rating.

Overall, Organization X has

Most components are progressing with areas that cover some aspects of PSEA, yet, not comprehensively. Investigation is the area where policies, procedures and capacity are almost absent and reporting mechanisms are available but have not been properly publicized among beneficiaries and built in consultation with affected population. Mandatory training does not include Six core principles for SEA and does not cover the biggest cohort of Aid workers that the organization mobilizes: volunteers.

In conclusion, since SEA has a noticeable prevalence in humanitarian settings, we assume that SEA cases are happening in the environment navigated by Organization X, perpetrated by Organization X staff, volunteers or suppliers; and/ or by other Aid workers, suppliers and volunteers operating in the area. Organization X's policies contemplate good preventive measures, upholding its workers to high ethical standards. Yet, Organization X has not yet in place a mechanism to detect, refer and assist cases of SEA.

Core Standard 1: Organizational Policy

Assessment rate:

Required 1: An organizational policy on PSEA exists and describes appropriate standards of conduct, other preventive measures, reporting, monitoring, investigation and corrective measures.

Comments: Organizational policies presented for analysis do not contemplate clear definitions of Sexual Exploitation and Abuse, and the constituencies that are protected under policies and regulations. There is a mix between XXX staff, children and individuals who are assessed as vulnerable. Thus, the link to accountability towards beneficiaries and the scope of protection is weak, yet not totally absent.

There is a good coverage of sexual harassment for employees; this should be extended to SEA and towards beneficiaries.

There is reference to Israeli Harassment law, yet there is not reference to IASC or UN global standards and principles that address protection of beneficiaries.

Core Standard 2: Organizational Management and HR Systems

Assessment rate:

Required 1: The organization's contracts and partnership agreements include a standard clause requiring contractors, suppliers, consultants and sub-partners to commit to a zero-tolerance policy on SEA and to take measures to prevent and respond to SEA.

Required 2: There is a systematic vetting procedure in place for job candidates (e.g. reference checks, police records, Google searches) in accordance with local laws regarding employment, privacy and data protection, including checking for prior involvement in SEA.

Comments: HR mechanism contemplate some actions like reference check and criminal records, and hiring processes do screen for discrimination and core values; yet there is no specific clause at some

point in the recruitment process related to zero tolerance policies on SEA, statement of clear of pending investigations or similar practices and other vetting actions for SEA.

Core Standard 3: Mandatory Training

Assessment rate:

Required 1: The organization holds mandatory trainings for all personnel on the organization's SEA policy and procedures and the training includes 1) a definition of SEA (that is aligned with the UN's definition); 2) a prohibition of SEA; and 3) actions that personnel are required to take (i.e. prompt reporting of allegations and referral of survivors).

Comments: The organization has an induction session for staff, yet this does not cover volunteers, which is the main work force of the organization and does not tackle SEA comprehensively.

Core Standard 4: Reporting

Assessment rate:

Required 1: The organization has mechanisms and procedures for personnel, beneficiaries and communities, including children, to report SEA allegations that comply with core standards for reporting (i.e. safety, confidentiality, transparency, accessibility) and ensures that beneficiaries are aware of these.

Comments: The bay laws policies reflect a reporting mechanism that has not all the assurances to protect safety confidentiality. Consultations showed that there is an incipient internal framework that needs to be strengthened with a clear SoPs and capacities and embedded and mainstreamed in important places and documents in the organization.

Core Standard 5: Assistance and Referrals

Assessment rate:

Required 1: The organization has a system to ensure survivors of SEA, including children, receive immediate professional assistance, referring them to qualified service providers

Comments: XXX is able to refer with safety and confidentiality most of the services contemplated under the protocol to assist victims of SEA. A review of the referral pathways and coordination with the PSEA Network will be enough to further expand this standard.

Core Standard 6: Investigations

Assessment rate:

Required 1: The organization has a process for investigation of allegations of SEA and can provide evidence that it has appropriately dealt with past SEA allegations, if any, through investigation and corrective action.

Comments: The organization has not stipulated in the by-laws a clear mechanism to handle investigations of SEA, neither clear SoPs on the handling of sensitive cases from a survivor centered approach. Similarly, it does not have access to investigators with experience in SEA cases.

Assessment prepared by: