

Tab 1



Prevention of Sexual Exploitation and Abuse (PSEA) Policy

United Youth Initiative for Africa

This Sexual Exploitation and Abuse (SEA) Policy aligns with the standards and principles of the United Nations, reflecting our commitment as a partner organization to uphold the highest ethical and professional conduct in all our activities



1. Purpose

The purpose of this policy is to prevent, address, and respond to sexual exploitation and abuse (SEA) in all operations and activities of the United Youth Initiative for Africa (UNIYIA). This policy aligns with the United Nations' zero-tolerance approach to SEA and promotes the highest standards of ethical and professional conduct

2. Scope

This policy applies to all staff, volunteers, interns, contractors, partners, and any other persons engaged with UNIYIA's activities, regardless of their location or role.

3. Definitions

- Any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes, including profiting monetarily, socially, or politically from the sexual exploitation of another.
- The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
- A person who is or has been subject to SEA.
- A person (or persons) who commits or is accused of committing SEA.

4. Guiding Principles

- A. UNIYIA enforces a zero-tolerance policy for SEA in all activities.
- B. All individuals associated with UNIYIA are accountable for upholding the principles of this policy.
- C. All complaints and reports of SEA will be addressed fairly and without discrimination.
- D. All cases will be handled with utmost confidentiality to protect victims, witnesses, and accused individuals during investigations.
- E. Victims' rights, safety and dignity will be prioritized in all responses to SEA allegations.

5. Prohibited Conduct

- A. Engaging in sexual activity with any person under the age of 18, regardless of local laws.
- B. Offering employment, goods, services, or financial support in exchange for sexual favors.

- C. Engaging in any form of sexual harassment, exploitation, or abuse of beneficiaries, colleagues, or others associated with UNIYIA.
- D. Failing to report SEA incidents or concerns when aware of them.

6. Prevention Measures

- A. All staff and associates must undergo mandatory training on SEA prevention and response.
- B. Robust background checks will be conducted during recruitment to minimize risks.
- C. All individuals must sign and adhere to UNIYIA's Code of Conduct, which includes commitments to this SEA Policy.
- D. All partners must agree to comply with UNIYIA's SEA Policy or have their own policies in place that meet these standards.

7. Reporting Mechanisms

- A. Victims, witnesses, or other concerned parties can report SEA incidents via:
 - a. Dedicated email: **info@uniyia.org**
 - b. In-person reporting to the designated focal point, COO
- B. UNIYIA allows anonymous reporting and ensures such reports are investigated thoroughly.
- C. Individuals reporting SEA in good faith are protected from retaliation.

8. Response Procedures

- A. All reports will be acknowledged within 48 hours, and an initial assessment will be conducted to determine the next steps.
- B. A qualified, independent team will conduct a thorough and impartial investigation.
- C. Perpetrators will face disciplinary actions, which may include termination of contracts, referral to legal authorities, and other appropriate measures.
- D. UNIYIA will provide or facilitate access to medical, psychological, and legal support for victims.

9. Monitoring and Compliance

- A. SEA prevention and response mechanisms will be reviewed annually to ensure effectiveness.

- B. Compliance with SEA standards will be integrated into staff performance reviews.
- C. Beneficiaries and stakeholders will have access to channels for feedback on the implementation of this policy.

10. Roles and Responsibilities

- **Executive Leadership:** Ensure implementation and oversight of the SEA Policy.
- **SEA Focal Point:** Act as the primary contact for SEA-related concerns and coordinate responses.
- **All Staff and Associates:** Comply with this policy and report any suspected SEA.

11. Review and Amendments

This policy will be reviewed annually or as needed to incorporate lessons learned, feedback, and evolving standards. Any amendments will be approved by UNIYIA's leadership and communicated to all stakeholders.

12. Acknowledgment

All individuals associated with UNIYIA must acknowledge receipt and understanding of this policy by signing the following statement: *"I have read and understood the SEA Policy. I commit to adhering to its principles and standards at all times"*