



Prevention of Sexual Exploitation and Abuse (PSEA) Policy



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I. Acronyms

PSEA	Prevention of Sexual Exploitation and Abuse
NCA	Nikat Charitable Association

1. Introduction:

1.1 Background: Nikat Charitable Association (NCA) is deeply committed to the creation and maintenance of a secure and inclusive environment that upholds the dignity and well-being of all individuals participating in its diverse range of programs and activities. The organization recognizes the paramount importance of fostering an atmosphere characterized by safety, respect, and ethical conduct.

1.2 Purpose: The primary aim of this policy is to institute explicit guidelines and principles that serve as a robust framework for the prevention, response to, and resolution of incidents involving sexual exploitation and abuse within the operations of Nikat Charitable Association (NCA). This policy is designed to act as a proactive measure, setting forth a comprehensive approach to safeguarding the welfare and rights of individuals associated with NCA against any form of sexual exploitation or abuse.

1.3 Scope: This policy holds applicability across the entire spectrum of NCA's operations. It extends to encompass all individuals engaged with NCA, including but not limited to employees, volunteers, contractors, partners, and representatives, irrespective of their designated role or geographical location. NCA is unwavering in its commitment to ensuring that the principles outlined in this policy are universally applicable and adhered to by all stakeholders, creating a consistent and protective framework for everyone involved.

2. Definitions:

2.1 Sexual Exploitation: Any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes.

2.2 Sexual Abuse: The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

3. Guiding Principles:

3.1 Zero Tolerance:

At Nikat Charitable Association (NCA), we embrace a resolute stance of zero tolerance towards any form of sexual exploitation, abuse, or harassment. This unwavering commitment reflects our dedication to maintaining an organizational culture founded on respect, dignity, and the highest ethical standards. We

adamantly reject and actively discourage any behavior that compromises the safety and well-being of individuals within our sphere of influence.

3.2 Survivor-Centered:

Central to NCA's ethos is an unyielding commitment to prioritize the well-being and rights of survivors in all matters related to sexual exploitation and abuse. In responding to reports of such incidents, our primary focus is on ensuring the support, recovery, and empowerment of survivors. By adopting a survivor-centered approach, we acknowledge the strength and resilience of those affected and strive to create an environment that fosters healing, justice, and restoration of agency.

3.3 Confidentiality:

NCA places paramount importance on safeguarding the confidentiality and privacy of individuals involved in Prevention of Sexual Exploitation and Abuse (PSEA) matters. We recognize the sensitivity and personal nature of such issues, and therefore, commit to upholding the highest standards of confidentiality throughout the reporting, investigation, and resolution processes. This pledge is integral to creating a secure space where individuals can come forward without fear of undue exposure or reprisal.

3.4 Accountability:

In the event that allegations of sexual exploitation or abuse are substantiated, NCA will demonstrate unwavering commitment to accountability. Swift and appropriate action will be taken against individuals found to have engaged in such behavior. This commitment reflects our dedication to upholding justice, protecting the integrity of our organization, and sending a clear message that violations of our ethical standards will not be tolerated. Our accountability measures are integral to maintaining the trust of our stakeholders and ensuring a safe and respectful environment for all

4. Policy Statement:

Nikat Charitable Association (NCA) is committed to maintaining the highest standards of ethical conduct and ensuring the safety, dignity, and well-being of all individuals involved in its programs and activities.

5. Prevent:

5.1 Awareness Campaigns:

Nikat Charitable Association (NCA) is proactive in its commitment to prevention through strategic awareness campaigns. Recognizing the pivotal role awareness plays in mitigating the risk of sexual exploitation and abuse, NCA strategically designs and implements campaigns to inform, educate, and sensitize its community. These campaigns aim to cultivate a collective consciousness that rejects such behaviors, fosters a culture of respect, and encourages individuals to be vigilant advocates for their own and others' safety.

5.2 Education sessions:

NCA recognizes the transformative power of education in preventing sexual exploitation and abuse. Through tailored education sessions, we equip our employees, volunteers, partners, and representatives with the knowledge and skills necessary to identify, prevent, and respond to potential incidents. These sessions are designed to instill a deep understanding of ethical conduct, create awareness about power dynamics, and promote a culture that values consent, equality, and the well-being of all individuals involved in our programs and activities.

5.3 Communication of PSEA Policy:

Effectively communicating our Prevention of Sexual Exploitation and Abuse (PSEA) Policy is paramount to its success. NCA is dedicated to ensuring that all stakeholders are well-informed about the policy's existence, purpose, and guidelines. Through clear and accessible communication channels, including but not limited to orientations, handbooks, and online resources, we strive to make the PSEA Policy an integral part of the organizational culture. Regular updates and reminders will reinforce the importance of adherence to these principles, fostering a shared responsibility for the prevention of sexual exploitation and abuse within the NCA community.

5.4 Reporting Mechanisms:

Nikat Charitable Association (NCA) places a premium on establishing robust and accessible reporting mechanisms (including telephone line, suggestion box, and dedicated personnel....etc.) to ensure that individuals feel empowered to report any concerns related to sexual exploitation and abuse. We are dedicated to creating an environment where reporting is straightforward, confidential, and free from fear of retaliation. Through clear communication and education, we aim to equip all stakeholders,

including employees, volunteers, partners, and representatives, with the knowledge of how to utilize these reporting mechanisms effectively. Timeliness and sensitivity in addressing reports are our priorities, as we recognize that swift action is critical in ensuring the safety and well-being of all individuals associated with NCA.

5.5 Record and Information Sharing:

At NCA, the handling of information related to Prevention of Sexual Exploitation and Abuse (PSEA) matters is governed by a commitment to the utmost confidentiality and privacy. We recognize the sensitive nature of these issues and adhere to stringent protocols to safeguard the information gathered during investigations. The sharing of such information is conducted judiciously, limited to individuals on a strict need-to-know basis, and always in compliance with relevant legal requirements. By ensuring responsible information sharing, NCA maintains the trust and confidence of all stakeholders while upholding the integrity of the investigative process.

6. Investigation and Response:

Nikat Charitable Association (NCA) is committed to a rigorous and impartial process for the investigation and response to incidents of sexual exploitation and abuse. This commitment is rooted in our dedication to upholding justice, ensuring accountability, and fostering a safe environment. The investigation and response framework is designed to be transparent, thorough, and conducted by individuals with the necessary expertise and objectivity.

6.1 Impartial Investigations:

Impartiality is the cornerstone of NCA's approach to investigations. We recognize the gravity of allegations related to sexual exploitation and abuse and strive to ensure that all investigations are conducted without bias. Trained investigators will approach each case objectively, treating all involved parties with fairness and respect. The goal is to uncover the truth, provide a platform for survivors to share their experiences, and deliver a comprehensive and just resolution.

6.2 Disciplinary Actions:

When allegations of sexual exploitation or abuse are substantiated through the investigation process, NCA is unwavering in its commitment to taking prompt and appropriate disciplinary actions. These actions are designed to reflect the severity of the offense and may include measures such as suspension,

termination of employment, or other disciplinary measures in line with our organizational policies. Our commitment to accountability is integral to maintaining a safe and respectful environment for all individuals associated with NCA.

6.3 Legal Actions:

In cases where the findings of an investigation indicate a violation of local or international laws, NCA is committed to collaborating with legal authorities and taking appropriate legal actions. This commitment underscores our dedication to justice, ensuring that individuals who engage in sexual exploitation or abuse are held accountable not only within the organizational context but also within the broader legal framework. NCA aims to be a responsible actor in the communities where it operates, respecting and upholding the rule of law in addressing such serious violations.

7. Periodic Review and Updates:

Recognizing the dynamic nature of organizational landscapes and the evolving nature of issues related to sexual exploitation and abuse, NCA is committed to periodic reviews and updates of its PSEA Policy. These reviews, conducted at regular intervals, ensure that our policies remain aligned with the latest legal standards, industry best practices, and community expectations. Any necessary updates are implemented promptly to enhance the effectiveness and relevance of our PSEA measures. This commitment to ongoing improvement underscores NCA's dedication to providing the highest level of protection and support to individuals within our care.

Acknowledgment of Receipt:

I, _____, acknowledge that I have received and read a copy of Nikat Charitable Association's Prevention of Sexual Exploitation and Abuse (PSEA) Policy. I understand the contents of this policy and commit to adhering to its principles and guidelines.

Signature: _____

Date: _____