UNHCR Addressing Sexual Exploitation and Abuse and Sexual Harassment

Key actions: 2018 timeline

June-July

- Livestream#1 informal conversation on SEA/SH with the workforce
- Slack platform launched, reinforced internal communication with the workforce
- ClearCheck SEA and SH Trackers go live.
- Release of the Short Guide for Managers on Prevention of and Response to Sexual Harassment in the Workplace
- Publication of a comprehensive SEA/SH Q&A for the workforce

- Briefing to UNHCR's Standing Committee, Food for thought at UNHCR's Annual consultations with NGOs.
- Launch of a dedicated page on UNHCR's website

August

- Publication of the new Administrative Instruction on Protection against Retaliation
- Training of Trainers to PSEA Focal Points in East Africa
- Start of the SEA Evaluative Review

September

- Launch of the SpeakUp professional independent helpline
- Launch of a psychosocial case management system to support SH victims
- Completion of the analysis of community-based feedback mechanisms
- entities to build up additional measures to protect survivors and witnesses of SEA and SH
- Livestream#2 follow-up to the June informal conversation on SEA/SH with the workforce
- Regional Training of Trainers to PSEA Focal Points in the Middle East and North Africa region
- Q&A with Standing Committee Members during the Human Resources session

October-December

- Strengthened capacity and expertise of the Inspector General's Office and the Legal Affairs Service
- First Senior Intervention Team mission
- Additional awareness-raising and guidance material
- Training package on SEA/SH, toolkit for field operations

OGANIZATIONAL OBJECTIVES

I. Ensuring reporting mechanisms are known, accessible and trusted

II. Ensuring people who report SEA and SH will be safe and protected

III. Continued strengthening of our investigation capacity and disciplinary processes

IV. Ensuring empowerment and accountability of the workforce and managers in particular

V. Ensuring organizational accountability