

**UNHCR ANNUAL CONSULTATIONS WITH NGOS**  
**3 – 5 JULY 2019**

International Conference Center Geneva

**DISCUSSION PAPER**

**Title of session:** Our Joint Journey – towards a working environment free from sexual misconduct

**Date:** Thursday, 4 July 2019

**Time/Room:** 11:00 – 13:00 – Room 21

**Executive Summary:**

**“Our Joint Journey – towards a working environment free from sexual misconduct”**

The session title refers to a journey, towards a working environment and work practices free from sexual misconduct (sexual exploitation and abuse, as well as sexual harassment). All humanitarian organizations are on this journey (with no one having reached the goal). The session itself will also be a *journey* – from individual reflection on gender norms and attitudes, to discussing organizational cultures and what role they play in preventing and addressing sexual misconduct, to sharing examples of concrete actions for equipping our colleagues and our offices to do better in responding to and preventing sexual exploitation and abuse and sexual harassment.

The interactive, reflective session will explore the spirit of the open and participatory organizational cultures we strive to build, by not merely “giving answers” or “showcasing good practice”, but by allowing vulnerability, questioning, joint exploration of our values, norms, cultures as they relate to preventing and responding to sexual misconduct. All of us – UNHCR and UN agencies, international and local NGOs, community-based and faith-based organizations – are seeking to progress towards work environments where sexual misconduct does not happen, or where, if it does happen, persons of concern and our own personnel feel safe to speak up and are heard, with effective actions taken. There is no magic solution, but many organizations are trying out innovative tools or ways of working together. In the session we will share and reflect on such efforts, and learn together and from each other.

**Concept Note:**

- **Background and link to the theme** [*see Concept note for the overall theme for reference*]  
This session discusses safeguarding, a theme specifically highlighted as separately requiring attention in the concept note.
- **Objective(s) of the session** [*Development of the executive summary provided for the detailed agenda*]

See Executive Summary for detailed agenda above.

- **Desired outcome of the session:** [*What would you like to achieve with this session? What would be the follow-up actions to it?*]

**Aim:** (i) Individual participant reflection on gender norms and attitudes, (ii) joint reflection on role of organizational culture in preventing and addressing SEA/SH, (iii) sharing of innovative tools and ways of working to equip offices to prevent/effectively respond to SEA/SH.

**Follow-up:** The session will help foster a stronger sense of being on this journey together, with UNHCR, UN agencies, NGOs and other civil society partners, with the knowledge that no one has all the answers. It will thus contribute to organizations reaching out at regional or local levels to share innovative approaches and experiences, and compare notes.

- **Methodology & choreography** [*panel discussion, break-out sessions, pigeonhole, video presentation, mixture of different elements*]

11:00–11:10 Reading out loud of *testimonies*

11:10–11:30 *Tabletop discussions* (guided to make participants reflect on positive examples of how their organizations have prevented / dealt with situations as described in the testimonies)

11:30–12:00 Gender norms, patriarchy, masculinities, power –*experiential exercise* on individual gender norms (requiring 4 coloured papers for all participants), *tabletop discussions and plenary reflection*

12:00–12:40 *Panel – promising practices, tools and ways of working together* – sharing of examples of innovative, creative ways to reach out working with men and boys, to acknowledge how gender norms impact our work environments and change organizational cultures and practices – equipping our teams to better prevent or respond to SH/SEA

12:40–13:00 *Next steps / commitment, wrap up*