



POLICY ON PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE (PSEA)

Organization: CO ICF “Social projects center of future”

Policy Statement

CO ICF “Social projects center of future” is committed to upholding the dignity and safety of all people, ensuring they are protected from sexual exploitation and abuse. We recognize that our work may create power imbalances between our staff, partners, and the communities we serve. To reduce these risks, we enforce a zero-tolerance policy for sexual exploitation and abuse (SEA).

Sexual exploitation and abuse harm individuals and erode trust in our organization, making it difficult to achieve our mission. This policy ensures that all CO ICF “Social projects center of future” staff and representatives maintain high ethical standards at all times.

Scope of the Policy

This policy applies to all CO ICF “Social projects center of future” employees and representatives. This includes board members, volunteers, interns, consultants, and contractors working with or on behalf of CO ICF “Social projects center of future” in Ukraine or abroad. The policy applies regardless of location and is enforced during all official activities, events, and travel.

Prohibited Conduct

CO ICF “Social projects center of future” prohibits all forms of sexual exploitation and abuse. This includes but is not limited to:

1. Exploiting vulnerable individuals for sexual purposes.
2. Engaging in any sexual relationship with program participants or members of the communities we serve.
3. Sexual activity with anyone under 18, regardless of local laws or customs. Ignorance of a person’s age is not a defense.
4. Offering money, goods, or services in exchange for sexual favors.
5. Any sexually inappropriate or exploitative behavior, including with sex workers.

Reporting and Consequences

All employees and representatives must report any suspicion or knowledge of sexual exploitation and abuse. Failure to report or retaliation against those who report or assist in investigations is a breach of this policy and will lead to disciplinary action. If any participant, partner, or third party becomes involved in or witnesses any form of prohibited conduct, it must be reported immediately via email at **PSEAcetersocial@gmail.com** or by phone at **+38 093 691 45 24**.

Upon receiving the report, a designated PSEA officer from CO ICF “Social projects center of future” will promptly take action in accordance with this policy and applicable Ukrainian law. If necessary, the matter will be escalated to the police and other relevant authorities without delay.

CO ICF “Social projects center of future” will investigate all reports thoroughly and take disciplinary actions, including termination of employment or contracts, as necessary. In severe cases, legal actions may also be pursued in Ukraine or other relevant jurisdictions.

Responsibilities

CO ICF “Social projects center of future” Board and Supervisory body

- Ensure this policy is implemented and regularly updated.
- Create a culture of accountability to prevent SEA.
- Appoint a safeguarding officer responsible for oversight of this policy.

Managers and Supervisors

- Ensure all staff understand and comply with this policy.
- Promote a safe working environment and prevent SEA through supervision and training.
- Report and respond to incidents as per organizational procedures.

All Employees and Representatives

- Understand and follow this policy and related guidelines.
- Participate in training and awareness programs on preventing SEA.
- Report any concerns or violations promptly.

Organizational Commitments

CO ICF “Social projects center of future” is dedicated to:

1. Promoting a culture of safeguarding within the organization.
2. Ensuring that program participants are aware of their rights and how to report abuse.
3. Establishing complaint mechanisms that are accessible and effective.
4. Providing support to survivors of SEA, including medical, legal, or psychological assistance as feasible.
5. Incorporating this policy into all contracts and agreements with partners, ensuring compliance and accountability.
6. Working with other organizations to improve transparency and response mechanisms to prevent SEA.

Training and Awareness

CO ICF “Social projects center of future” will provide regular training for all staff and representatives to ensure they understand the policy, expected behaviors, and reporting procedures. Program participants will also be informed about this policy and the standards of conduct they can expect from CO ICF “Social projects center of future” staff and representatives.

By implementing and enforcing this policy, CO ICF “Social projects center of future” reaffirms its commitment to protecting the most vulnerable and maintaining the trust of the communities we serve.