



CODE OF CONDUCT

For the Prevention of Sexual Exploitation and Abuse

This Code of Conduct applies to all SAMS Staff and partners, including Implementing Partners, Contractors, Sub-Contractors, and Volunteers.

SAMS is committed to the welfare and protection of children and families around the world. SAMS believes that humanitarian agencies have a duty of care to aid beneficiaries and a responsibility to ensure that aid beneficiaries are treated with dignity and respect and that certain minimum standards of behavior are to be observed.

To protect women and children or others from sexual exploitation or physical or mental abuse when providing any services, SAMS Staff and its Partners, Contractors, Sub-Contractors, and Volunteers agree to adopt and uphold a policy that is consistent with the Code of Conduct core principles listed below on preventing sexual exploitation and abuse of aid beneficiaries as approved by the Bureau for Population, Refugees, and Migration of the U.S. Department of State, the U.N. World Food Programme, and the InterAction Report issued by the Inter-Agency Standing Committee.

The Six Core Principles are:

1. Sexual exploitation and abuse by humanitarian workers of any beneficiaries (adult or child) constitute acts of gross misconduct and are therefore grounds for termination of employment.
2. Sexual activity between a humanitarian worker and a child (person under the age of 18) is strictly prohibited regardless of the age of majority or age of consent locally. Mistaken belief by any humanitarian worker regarding the age of a child is not a defense against corrective action or termination.
3. Exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading, or exploitative behavior, is strictly prohibited and is grounds for termination. This includes exchange of assistance that is already due to beneficiaries.
4. Sexual relationships between humanitarian workers and beneficiaries are not acceptable and will not be tolerated since they are based on inherently unequal power dynamics. Such relationships undermine the credibility and integrity of humanitarian aid work.
5. Where a humanitarian worker develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same agency or not, s/he must report such concerns via established agency reporting mechanisms.
6. Humanitarian workers are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Managers at all levels have particular responsibilities to support and develop systems that maintain this environment.

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Pledge Form

I, _____ understand that I have duty of care to beneficiaries and a responsibility to ensure that affected women, girls, boys, and men are treated with dignity and respect.

I commit to uphold the highest standards of professional and personal conduct, even when I am off duty or away from my duty station or on leave.

I understand that sexual exploitation and abuse¹ is unacceptable behavior and jeopardizes the credibility and reputation of all humanitarian organizations

In order to prevent sexual exploitation and abuse, I commit to respect the following core principles:

- I. Sexual exploitation and abuse is **serious misconduct** and grounds for **disciplinary measures**, including summary dismissal.
- II. Sexual activity with **children** (persons under the age of 18) is **prohibited**, regardless of the age of majority or local age of consent. Mistaken belief in the age of the child is not a defence.
- III. Exchange of **money, employment, goods or services for sex**, including any humiliating, degrading, or exploitive behaviour is **prohibited**.
- IV. Sexual relationships between staff and beneficiaries of assistance are **strongly discouraged** since they are based on unequal power dynamics.
- V. Workers providing assistance to beneficiaries are obliged to create and maintain an environment that prevents sexual exploitation and abuse. Managers at all levels have an additional responsibility to do so.
- VI. Where an aid worker or staff member has **concerns or suspicions** regarding sexual exploitation or abuse by an aid worker or staff s/he **must report** such concerns. a confidential complaint can be made by or on behalf of a survivor by contacting:
 - a. HQ contact (David Lillie – Executive Director)
 - b. PSEA Focal Points: HR manager n respective locations

By signing this Code of Conduct, I hereby agree to uphold its principles to the best of my ability at all times.

Name:

Title:

Organization:

Date:

Signature:

¹ **Sexual Exploitation** is any actual or attempted abuse of a person in a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.

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