

Preventing & Responding to Sexual Exploitation, Abuse and Harassment (PRSEAH)

As WHO Personnel,

REMEMBER

WHO has zero-tolerance for sexual exploitation, sexual abuse and sexual harassment (SEAH), and for inaction against it.

SEAH is considered serious misconduct and constitutes a basis on which staff, whether internationally or locally recruited, and contractors can be summarily dismissed.

This requirement applies during our free time as well as our working day.



As WHO Personnel,

Dos

- ✓ **Read and understand** the WHO Code of Conduct and the Policy Directive on Protection from Sexual Exploitation, Abuse and Harassment.
- ✓ **Complete all PRSEAH training** and record this in your PMDS. Ensure that all staff under your supervision have done so.
- ✓ **Treat all colleagues** in the workplace with respect and conduct yourself in a professional manner.
- ✓ **Help build a work environment** where personnel and partners feel free to express concerns about inappropriate behavior without fear of reprisal.
- ✓ **Report, in good faith, anyone or any entity** that you suspect is not adhering to organizational rules to investigation@who.int or through the Integrity Hotline.
- ✓ **Cooperate fully** with those responsible for investigating a report or complaint about SEAH.

As WHO Personnel,

Don'ts

- ✗ **Do not** have sexual relationships with anyone under the age of 18, even if it is legal in the local context. Saying you did not know the person's true age is not a valid excuse.
- ✗ **Do not** engage in abusive conduct or encourage others to engage in abusive conduct.
- ✗ **Do not** make sexual advances or requests for sexual favors.
- ✗ **Do not** solicit, pay or offer money for sex with anyone, including sex workers, even if it is legal in the local context.
- ✗ **Do not** engage in verbal or physical conduct or use gestures of a sexual nature that might cause offence or humiliation to another.
- ✗ **Do not** use organizational assets (e.g., money, employment, goods, or services) to pay for sexual or other favors.
- ✗ **Do not** be a silent bystander when fellow personnel display unacceptable sexual behavior against the Organization's policies and Code of Conduct.
- ✗ **Do not** retaliate or encourage others to retaliate against those who have reported sexual exploitation, abuse and harassment.
- ✗ **Do not** spread rumours or gossip about colleagues in professional or private settings.

Do not

investigate allegations yourself or try to find out more information or encourage others to retaliate against alleged offenders. Your duty is to report. Only mandated officials may conduct investigations.

