

**CHILDREN IN CROSSFIRE  
POLICY ON PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE**

Sexual activity with children or vulnerable adults and abuse by employees or volunteers constitute acts of gross misconduct and are therefore grounds for termination of employment.

Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief in the age of a child is not a defence.

Exchange of money, employment, goods or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour is prohibited. This includes exchange of assistance that is due to beneficiaries.

Sexual relationships between employees or volunteers and beneficiaries are strongly discouraged since they are based on inherently unequal power dynamics. Such relationships undermine the credibility and integrity of humanitarian aid work.

Where an employee or volunteer develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same agency or not, he/she must report such concerns for the ultimate attention of the Executive Director.

Employees and volunteers are obliged to create and maintain an environment that prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Managers at all levels have particular responsibility to support and develop systems that maintain this environment.

Please note the company have the right to inform appropriate public bodies of any such behaviour deemed inappropriate which would constitute a criminal offence.