

## Tool 2

### PSEA organizational action plan and indicators for measuring success<sup>25</sup>

Strategic Area	Actions for signatories to the Pledge	For whom
Promote organizational change and safety through ethical leadership, accountability and human resource processes.	<p><b>Supportive partnerships</b> established between States and National Societies for strengthening prevention and response to SEAH e.g. through increased funding and reporting.</p> <p>Adopt a <b>zero tolerance</b> policy towards sexual exploitation and abuse and sexual harassment in the staff Code of Conduct, which is implemented with leadership, staff, volunteers and associated personnel <sup>26</sup>.</p> <p>Explore opportunities for signing-up to the <b>Inter-Agency Misconduct Disclosure Scheme</b> to prevent the re-hiring of individuals disciplined for SEAH.</p>	<p>States and National Societies</p> <p>All Movement actors</p> <p>All Movement actors</p>
Provide safe, accessible, survivor-centered reporting channels and tackle impunity	<p>Establish <b>safe community-based mechanisms for reporting and responding</b> to SEAH concerns assistance. The mechanism should be accessible to all persons (adult or child) who come into contact with, or benefit from, our protection and assistance, and should include referrals to appropriate support services.</p> <p>Establish <b>internal mechanisms for safe reporting and response</b> to SEAH concerns by staff, volunteers and associated personnel. [Note: This includes IFRC's overarching complaints mechanism for use by Red Cross and Red Crescent staff, volunteers and associated personnel]</p> <p>Ensure <b>prompt and effective investigation and response</b> to reported concerns, including taking disciplinary actions taken against perpetrators.</p>	<p>All Movement actors</p> <p>All Movement actors</p> <p>All Movement actors</p>
Implement good practice based on minimum standards for prevention and response to SEAH.	Implement <b>good practice</b> <sup>27</sup> to prevent and respond to SEAH e.g. in accordance with the requirements of the Inter-Agency Standing Committee Minimum Operating Standards on Protection from Sexual Exploitation and Abuse (IASC MOS-PSEA).	All Movement actors
Strengthen organizational capacity to prevent and respond to SEAH.	<p><b>Train</b> staff, volunteers and associated personnel to prevent, identify and respond to SEAH.<sup>28</sup></p> <p><b>Strengthen capacity</b> to develop, implement and maintain community-based mechanisms for reporting and responding</p>	National Societies, IFRC and ICRC together with any National Societies that they will support

<sup>25</sup> Section B, **Pledge on Prevention and Response to Sexual Exploitation and Abuse and Sexual Harassment, presented at the 2019 International Conference**. Note, the Pledge covers harassment in the workplace as well as SEA.

<sup>26</sup> For example, consultants, contractors, media, visitors and others supporting Red Cross and Red Crescent work.

<sup>27</sup> With due reference to **the Secretary-General's 2003 Bulletin on special measures for prevention of sexual exploitation and abuse; the July 2019 DAC recommendation on ending SEAH**; sector standards e.g. IASC MOS-PSEA, the Core Humanitarian Standard on Quality and Accountability (CHS); minimum standards for Age and Disability Inclusion in Humanitarian Action; national legislation and social care structures; Red Cross and Red Crescent policies, guidelines and resources.

<sup>28</sup> Tools and resources will be made available to underpin training and implementation of measures to strengthen prevention and response to SEAH.

C) Indicators for measuring progress

- Number of National Societies with a policy and/or staff Code of Conduct in place which includes zero tolerance to SEAH.
- Number of National Societies implementing the Inter-Agency Misconduct Disclosure Scheme.
- Number of National Societies with named focal point for prevention and response to SEAH.
- Evidence that internal and external mechanisms for safe reporting and response are: (a) accessible by diverse groups of persons (adult or child) that come into contact with or benefit from our protection or assistance, staff, volunteers and associated personnel; and (b) response and outcomes to reporting concerns are documented and tracked.
- Evidence<sup>29</sup> that good practice, particularly the IASC MOS-PSEA, is being applied and implemented by Red Cross and Red Crescent Movement signatories.
- Number and percentage of staff, volunteers and associated personnel who have undergone basic training in staff Code of Conduct and prevention and response to SEAH.



29 Refer to Tool 1 of this document for examples of evidence.