


“WFP has absolutely no tolerance for anyone working for or with us who brings harm to anyone we serve.”


David Beasley
Executive Director of WFP

Contact the Ethics Office

 Confidential mailbox
wfp.ethics@wfp.org

 Tel: +39 06 6513 2710
FoodSat: 1301-2710

If you think you are being retaliated against for reporting SEA or any other misconduct or for cooperating with a duly authorized audit, investigation or proactive integrity review contact us at:

 Confidential mailbox
global.etopar@wfp.org

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Protection from Sexual Exploitation and Abuse (PSEA)

What you should know

May 2020

What's is sexual exploitation and abuse?

The term Sexual Exploitation and Abuse (SEA) refers to acts committed by WFP employees (and those associated to the work of WFP) against beneficiaries and communities served by WFP. Sexual harassment, on the other hand, focuses on acts committed by WFP employees against other WFP employees.

Sexual exploitation

Any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting financially, socially or politically from the sexual exploitation of another.

Sexual abuse

The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

1 SEA constitute acts of gross misconduct and are grounds for termination of employment.

NO SECOND CHANCES

2 Sexual activity with children (<18 year of age) is prohibited.

NO SEX WITH CHILDREN

3 Exchange of money, employment, goods for services for sex is prohibited, including hiring prostitutes.

DON'T HIRE/BRIBE ANYONE FOR SEX

4 Any sexual relationship with beneficiaries that involves improper use of position is prohibited.

NO SEX WITH BENEFICIARIES

5 Humanitarian workers are obligated to report any concerns regarding SEA by fellow workers.

ALWAYS REPORT SEA

6 Humanitarian workers are obligated to create and maintain an environment which prevents SEA.

DISCOURAGE SEA AROUND YOU

Adapted from the IASC 6 Core Principles relating to SEA, September 2019

What is WFP's policy regarding PSEA?

WFP has a **zero tolerance** policy for sexual exploitation and abuse. This policy applies to:

- ⇒ **All WFP employees**, regardless of contract type or duration;
- ⇒ **All WFP partners**, suppliers, contract workers and external service providers.

SEA include behaviors both away from the workplace, and during or outside working hours.

What should I do if I observe or suspect SEA is taking place?

If you observe or suspect SEA is committed by a WFP employee or any other personnel associated with the work of WFP, **you are obligated to report** it.

Is prostitution also a form of SEA?

Yes. Engaging prostitution services, even if prostitution is legal in the country you are in, on or off duty, is prohibited. Please consult the "[Ethics Guide about the Prohibition on Engaging Prostitution Services](#)" on WFPGo for more information.

How do I report acts of sexual exploitation or abuse?

To report SEA, contact either one of the following:

* **The Office of Inspections and Investigations**

Direct: +39 06 6513 3663
FoodSat: 1301 3663
Hotline@wfp.org

* **The designated PSEA Focal Point**

at the country or field office levels, or his/her alternate. They will refer the matter to the Office of Inspections and Investigations (OIGI).

Who is my PSEA Focal Point and what do they do?

Your PSEA Focal Point can be found on [WFPGo](#). They are present in all Regional Bureaus, Country Offices and field offices with significant staff presence. Focal Points support senior management in creating a SEA-preventative environment and raise awareness of WFP employees and partners. The Ethics Office administers a network of over 300 PSEA Focal Points and alternates.

