

Prevention of Sexual Exploitation, Abuse and Harassment (SEAH) Factsheet



Motivation Australia has a zero-tolerance policy toward sexual harassment, exploitation and abuse.



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Motivation Australia is a member of the Australian Council for International Development and Registered Charity in Australia.



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You can report a concern, raise an issue or get in touch with us by contacting:
report@motivation.org.au

Keeping everyone safe

Motivation Australia believes all people have a right to live their lives free from sexual violence and any abuse regardless of age, gender, sexuality, sexual orientation, disability, religion, ethnic origin or any other reason.

Prevention of sexual exploitation, abuse and harassment (SEAH) can be understood as safeguarding communities and the people we work with from acts of SEAH committed by Motivation Australia staff.

Motivation Australia recognises that unequal power dynamics exist within and between organisations and individuals. Motivation Australia is conscious of how power imbalances can play out in the less resourced settings where we work. Power imbalances introduce the risk of some people exploiting their position of power for personal gain. This can translate into sexual harassment, exploitation and abuse.

Prevention of SEAH policy

Motivation Australia's *Prevention of SEAH policy* outlines our zero-tolerance approach to sexual harassment, exploitation and abuse.

We are proactive to help ensure that clients, family members of clients, partner

staff, community members can live their lives free from sexual violence and abuses of power.

The policy includes information about how we work to prevent and respond to SEAH, and how we protect beneficiaries, staff and organisations.

You can read the full policy on our website:
<https://www.motivation.org.au/motivation-australias-policies/>

Who does the policy apply to?

The policy applies to all Motivation Australia employees, volunteers, contractors and our representatives.

Motivation Australia also works with our partner organisations to ensure that our joint project activities are safe.

Any recommendations or questions about the policy may be discussed with our CEO, Programme Director or PSEAH Focal Point. We welcome all feedback!

Prevention of SEAH guiding principles

- No sex with beneficiaries or beneficiary community members,
- Do not pay for sex with money, employment, goods or services,
- Report any acts or suspected acts of SEAH

committed by Motivation Australia staff,

- Create and maintain a work environment that prevents SEAH.
- Treat all people respectfully without discrimination, bullying or coercion.

How do we prevent SEAH?

Code of conduct

All Motivation Australia staff sign and follow Motivation Australia's *Code of Conduct (CoC)*. It provides guidelines and expectations of appropriate behaviour including not engaging in and being vigilant against any forms of sexual harassment, exploitation, abuse and transactional sex.

SEAH safe recruitment

Motivation Australia aims to employ the safest and most suitable people. Motivation Australia screens all job and volunteer applicants to ensure they are not a risk to the people we work with. We use application forms, references, police checks and interviews in which we ask specific SEAH screening questions, to help do this.

Anyone who works for Motivation Australia must confirm that they have never been charged or accused of SEAH.

SEAH risk management:

Motivation Australia assesses each of our projects for potential risk relating to SEAH. We then put a plan in place to help avoid any identified risks.

This may include providing additional prevention of SEAH training for partners or Motivation Australia staff.

SEAH safe awareness and training

All Motivation Australia staff and representatives receive a copy of the Prevention of SEAH policy, the CoC and the equal employment opportunity and anti-discrimination policy.

All new staff take part in Prevention of SEAH induction training discussing prevention of SEAH principles, power dynamics, and expectations of their behaviour.

Support to partner organisations

Motivation Australia regularly shares information about Prevention of SEAH with partner organisations so they are aware of risks of SEAH and their rights under Motivation Australia's Prevention of SEAH policy.

In this instance partner organisations can be considered beneficiaries who should be aware of their rights, and the risks of SEAH from Motivation Australia staff. In addition, partner organisations should consider their position of power when providing services to beneficiary communities. In this setting and for all projects, Motivation Australia will work with our partners to consider:

- SEAH risk assessment and management plans,
- Development and implementation of a Prevention of SEAH policy,
- SEAH safe recruitment procedures.



How are cases of SEAH reported?

Motivation Australia takes all reports of SEAH seriously and will handle them professionally and confidentially.

Motivation Australia's reporting processes aim to ensure everyone is treated fairly and both the survivor and the person making the report are protected.

What should be reported?

- Any information about sexual exploitation, abuse or harassment committed by Motivation Australia staff or partners
- Any suspicion of staff breaching Motivation Australia's Prevention of SEAH principles.

Who should it be reported to?

Issues relating to SEAH should report through the below channels.

- Motivation Australia's PSEAH Focal Point, or,
- Motivation Australia's CEO.

For cases of SEAH or suspected SEAH committed by partner staff, reports can be made to:

- The relevant line manager in the partner organisation, or,
- Motivation Australia's PSEAH Focal Point

When should a report be made?

- When sexual exploitation, abuse or harassment is committed by Motivation Australia staff or partners, reports should be made immediately,
- Suspected SEAH should be reported as soon as possible.

How should a report be made?

- Verbally and in writing.

What will happen after a report is made?

- The report will be communicated with Motivation Australia's CEO who will lead the investigation with the Prevention of SEAH Focal Point.
- All reports will be considered confidential and the identity of the potential survivor, accused, and the person making the report will be protected.
- A report to relevant authorities such as the police will be made if the matter is criminal and/or the victim is at risk of further harm. Reporting will depend on the local context.
- Motivation Australia will notify donors in accordance with donor requirements. This will be discussed with partners before a report is made.
- All reports are shared with Motivation Australia's Board of Governors.
- If an investigation finds Motivation Australia staff have committed SEAH, this is considered grounds for dismissal.
- Survivors of SEAH committed by Motivation Australia staff have the right to access to appropriate support services.

Key definitions

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 monetarily, 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. This includes forced marriage, sexual slavery and sexual activity with a child (any person under the age of 18)

Sexual harassment

Sexual harassment is any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another.

Safeguarding

Measures put in place to protect individuals and the communities where we work.

Transactional sex

Transactional sex is a form of sexual exploitation. It refers to sexual relationships or acts where the giving and/or receiving of gifts, money, employment or other services is an important factor.

