



Sphere India
National Coalition of Humanitarian Agencies in India

PREVENTION OF SEXUAL

EXPLOITATION AND ABUSE POLICY



PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE (PSEA) POLICY

1.1 Our Values and Principles

This policy is concerned with the Protection from Sexual Exploitation and Abuse (PSEA) of adults (anyone over the age of 18). This includes direct or indirect beneficiaries of our programming, adults in the wider communities in which we work and those who come into contact with Sphere India or our representatives.

Sphere India has a “Zero Tolerance” approach to Sexual Exploitation and Abuse and does not allow any partner, supplier, sub-contractor, agent or any individual engaged by Sphere India to engage in any form of sexual abuse or exploitation against vulnerable or other adults associated with its work.

This policy applies to all persons working for Sphere India or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, suppliers and business partners. It applies during or outside of working hours, every day of the year.

1.2 What is Sexual Exploitation and Abuse?

Sexual Exploitation and Abuse refers to all forms of inappropriate conduct of a sexual nature. This includes, but is not limited to:

- Exchanging money, employment, goods or services for sex, including sexual favors or other forms of humiliating, degrading, or exploitative behavior;
- Sexual activity with commercial sex workers in countries where SPHERE INDIA is delivering programming whether or not prostitution is legal in the host country; and
- Use of a child or adult to procure sex for others.

1.2.1 Definitions of Sexual Exploitation and Abuse:

Sexual Abuse - The threatened or actual physical intrusion of a sexual or sexualized nature, including inappropriate touching, by force or under unequal or coercive conditions, sexual assault and rape. It may also include threatened or actual nonphysical intrusion (unwanted and/or uninvited exposure to pornography, texts, images, and so on, the sharing of images, texts and so on, demands for sexualized, photographs etc.).

Sexual Exploitation - Any actual or attempted abuse of a position of vulnerability, differential power, trust, or dependency, for sexual or sexualized purposes. This includes the offer or promise of monetary, social, political benefits as an incentive or form of coercion.

Sexual Favors - Any sexual or sexualized acts, in exchange for something such as money, goods, services, opportunities and so on. Also includes demands for inappropriate photographs, filming, and exposure to pornography and so on.

Zero Tolerance - At Sphere India, we have a culture of zero tolerance for all forms of abuse and mistreatment, including Sexual Exploitation and Abuse, Harassment, Intimidation and Bullying. This means that every single concern is fully responded to and where necessary prompt action (including conducting an investigation and taking diSphere Indiaplinary action, if applicable) is taken. It means that we will hold our people to account against the same standards and subject them to the same processes, as everyone else regardless of their position or reputation within the organization.

In addition, we are committed to ensuring our approach is consistent with our national and international disclosure obligations, and shall comply with all applicable laws, statutes, regulations and codes from time to time in force.

1.3 Our Approach to preventing the abuse and exploitation of adults

Sphere India is committed to preventing the sexual exploitation and abuse of adults, including through the following means:

Awareness: Ensuring that all staff, representatives and third parties connected to Sphere India are aware of the high standards of behavior and conduct expected of them to protect adults from any form of sexual abuse and exploitation in their private and working lives.

Prevention: Ensuring, through awareness and good practice, that staff and those who work with Sphere India minimize the risks of any form of sexual exploitation and abuse, including but by no means limited to conducting relevant vetting and background checks of staff as part of their recruitment process.

Reporting: Ensuring that all staff and those who work with Sphere India are clear on what steps to take where suspicions or concerns arise regarding allegations of sexual exploitation or abuse of adults in vulnerable populations where we work.

Responding: Ensuring that immediate action is taken to identify and address reports of sexual exploitation and abuse and ensure the safety and well-being of the person being sexually exploited or abused.

1.4 Examples of Prohibited behavior:

- Engaging in relationships, which could be an abuse of trust, are abusive and/or exploitative.
- Your employees engaging in commercial sexual exploitation of a person, for example a hotel employee facilitating sexual abuse by hotel guests.

- Sexual Assault
- Forcing Sex or someone to have sex with anyone.
- Forcing a person to engage in prostitution or production of pornography.
- Unwanted touching of a sexual nature.

1.4.1 Expected Commitments

Sphere India expects the same high standards from all of our partners, contractors, suppliers and all third parties working with or for Sphere India, including taking measures to prohibit their staff and representatives from engaging in any sexual exploitation and abuse in their working and person lives.

- You must have a zero-tolerance policy on SEA and take all measures available to you to prevent and respond to any actual, attempted or threatened of sexual exploitation or abuse involving Sphere India staff or representatives, or your organization's employees or representatives that arises during performance of the terms of the Agreement.
- You must ensure that your staff members and those working with Sphere India under your control are fully aware of this policy and encourage them to report incidents of suspected, or actual, concerns of sexual exploitation and sexual abuse involving SI staff or representatives, or your organization's employees or representatives that arises during performance of the terms of the Agreement.
- You must immediately report any suspicion or incident of sexual exploitation or abuse occurring in SI your organization or sub-contractor in relation to your business partnership with Sphere India. Failure to report will be treated as serious and may result in termination of any agreement with Sphere India.
- When you or any staff working for Sphere India under your control suspect or become aware of a safeguarding concern in relation to work for Sphere India, you are obliged to –
 - Act quickly and immediately report suspicions or knowledge of a safeguarding concern or incident to a relevant contact at Sphere India (which could include the PSEA Focal Point and Sphere India senior management)
 - Keep any information confidential between you and the person you report this to.
- You will cooperate with Sphere India in any investigations of concerns reported under this Agreement and keep Sphere India promptly updated on any concerns reported under this Agreement, including but not limited to actions taken by you in response.

For PSEA related concerns and complaints please contact below PSEA Focal Points:


- **Vikrant Mahajan, CEO, Sphere India –**
vik@sphereindia.org.in, info@sphereindia.org.in | +91 98186 66331
- **Saikhom Kennedy, Senior Manager, Operations –**
kennedy@sphereindia.org.in | +91 82852 21559
- **Dr Henna Hejazi, Senior Manager, Programs –**
henna@sphereindia.org.in | +91 77809 97349

*** End of Document ***

Sphere India is a National Coalition of Humanitarian, Development and Resilience Actors in India. The strategic outreach of 155 full members includes key nodal organizations from UN, INGOs, National NGOs, CSR , Academic Institutions, Sector Networks, Expert Individuals, and State IAGs/Networks. The local outreach is evolving with 805 associate members as Sphere India Locally Empowered Organisations Network (LEON) and 1,80,000 community volunteers (CDRF -Community Disaster Response Force) mapped for varied capacities all over India. Sphere India facilitates multi stakeholder coordination, knowledge & capacity sharing and collaborative advocacy for enhancing accountability to affected and at-risk population.

Contact

Sphere India Secretariat
B-94 | Sector 44 | Noida
201301, Uttar Pradesh, India

sphereindia.org.in 
info@sphereindia.org.in 