

## Session 4.6 – PI and Prevention of Sexual Exploitation and Abuse Facilitators’ Notes

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Duration: 4 hours

### Objectives:

- Describe key messages on prevention of sexual exploitation and abuse to be communicated by PI
- List measures UN is taking to respond to and prevent sexual exploitation and abuse
- Identify tactics that PI can use to communicate key messages and support these measures

Facilitator(s): Trainer (trained in prevention of sexual exploitation and abuse);

Resource Person(s): PI Officer (DPKO, DPI)

### Design and Structure

This module is a four hour module. Most participants should have attended mandatory training on prevention of sexual exploitation and abuse in UN missions. This should be confirmed at the beginning of the training. This module uses a case study on the issue of sexual exploitation and abuse whereby participants develop a communication strategy to address sexual exploitation and abuse. This may be just one group but can be adapted on mission so that all participants do this scenario and strategy. The resultant strategy is reviewed and issues concerning PI and sexual exploitation are explored.

This session usually invokes discussion about the issue from a personal perspective as well as a PI perspective. It is important to focus participants on what issues and questions they are likely to face in their PI roles. A large volume of questions usually arises in this session, so adequate time for questions and answers needs to be structured.

#	Session	Timing	Trainer’s Notes	Material Resources
<b>4.6</b>	<b>PI and Prevention of Sexual Exploitation and Abuse</b>	<b>Total time: 240 min</b>	Facilitator(s): Co-led by DPI and Security official Resource Person(s):	
	Introduction	10 min	Introduction: <ul style="list-style-type: none"> <li>• Show module objectives on PPT slide “Objectives”</li> <li>• Set Ground rules:</li> <li>• Emphasise confidentiality of discussion; sensitivity of issue; some people may have had experience of sexual exploitation and abuse / know someone; we are not here to identify people so do not mention names (that is why we are using the case study) but we are here to examine what are the standards and how do we handle this issue as PI personnel.</li> </ul>	<ul style="list-style-type: none"> <li>• Digital projector</li> <li>• Large screen</li> <li>• PPT slide “Objectives”</li> </ul>
	Presentation of Communication	20 min	<ul style="list-style-type: none"> <li>• The team assigned with the task of developing an SEA communication strategy in response to a given scenario</li> </ul>	<ul style="list-style-type: none"> <li>• Handout presentation of communication strategy (H4.6.1)</li> </ul>

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	Strategy on prevention of sexual exploitation and abuse scenario	10 min	<p>presents its communications strategy to rest of group. <i>(It is assumed that this exercise has been done previous to this session)</i></p> <ul style="list-style-type: none"> <li>• Allow questions and answers from rest of group.</li> </ul>	
	Facilitator Feedback	15 min	<p>Facilitators react and describe model objectives and audiences <i>(Refer to model Communication strategy for sexual exploitation and abuse)</i></p> <p>Objectives:</p> <ol style="list-style-type: none"> <li>1. For the Gazebo public to be aware that peacekeepers are here to serve and protect</li> <li>2. For the Gazebo public to believe that UNMIGAZ takes cases of sexual exploitation and abuse seriously and is undertaking measures to respond to allegations and incidences and prevent further exploitation and abuse including investigating credible allegations made towards UN personnel.</li> <li>3. For Gazebo public to be aware of UN standards of conduct; mission code of conduct; peacekeepers’ duty of care; “zero tolerance policy”; policies and measures to combat sexual exploitation and abuse; reporting and complaint mechanisms.</li> <li>4. To dispel gossip with facts (where known) so that the media and local population sees the mission as trustworthy</li> <li>5. To encourage accurate reporting of incidents by national and international media</li> <li>6. For UNMIGAZ staff to be aware of UN standards of</li> </ol>	

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			<p>conduct; mission code of conduct; peacekeepers’ duty of care; that Peacekeeping personnel are expected to adhere to the highest standards of conduct; “zero tolerance policy”; consequences of engaging in sexual exploitation and abuse; policies and initiatives to combat sexual exploitation and abuse; reporting and investigation mechanisms and procedures for supporting victims.</p> <p>Audience</p> <ul style="list-style-type: none"> <li>○ Gazebo public</li> <li>○ National, international media</li> <li>○ UNMIGAZ personnel (civilians, civilian police, military), other UN organisations/agencies</li> </ul>	
	Overview of key messages	10 min	<ul style="list-style-type: none"> <li>• In responding to the messages posed by the team in its strategy, facilitators ensure the following topics are covered.</li> </ul> <p><i>(Refer to model Communication strategy for sexual exploitation and abuse)</i></p> <p>1. Summary of key messages</p> <p>i. “UN here to serve and protect”</p> <p>“Peacekeeping personnel are required to adhere to the highest standards of conduct. This is crucial to implementing the mission mandate” (for peacekeeping personnel)</p> <p>ii. “UN takes issue of sexual exploitation and abuse very seriously”</p> <p>iii. “Zero tolerance”</p> <p>iv. “UN is taking series of measures to prevent and respond to sexual exploitation and abuse”</p> <p>“UN is looking into cases of sexual exploitation and abuse. Due process will be followed. All allegations will be investigated</p>	<ul style="list-style-type: none"> <li>• Handout – “Obtaining Goods and Services –Sample Answers” (H2.4.2)</li> <li>• Flip chart</li> </ul>

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			and appropriate action shall be taken against those found guilty” (media and local population)	
	What is sexual exploitation and abuse?	10 min	<p>What is sexual exploitation and abuse?</p> <ul style="list-style-type: none"> <li>○ Ask participants for egs;</li> <li>○ Show and clarify definitions (actual &amp; attempted)</li> <li>○ Ask: What is the impact? (including media and reputation of UN; implementation of mandate)</li> </ul>	<ul style="list-style-type: none"> <li>• PPT “What is Sexual Exploitation and Abuse?”</li> </ul>

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	UN Standards of Conduct	30 min	<ul style="list-style-type: none"> <li>• What are the UN standards of conduct and rules?</li> <li>• Ask participants:</li> </ul> <p>SG’s Bulletin-No sex with prostitutes; no sex with anyone under 18; sexual relations strongly discouraged with beneficiaries.</p> <ul style="list-style-type: none"> <li>• Applies to all UN personnel (civilian, military, police) – international and national</li> <li>• Beneficiaries = all local population in peacekeeping operation</li> </ul> <p>Highlight:</p> <ul style="list-style-type: none"> <li>• All member states endorsed standards</li> <li>• Elements of sexual exploitation as actual or attempted abuse of power, position or trust for sexual purposes is key determinant for exploitative behaviour</li> <li>• Sexual exploitation and abuse is serious misconduct (<i>show definition of serious misconduct</i>)</li> <li>• Ask participants in small groups to write down the frequently asked questions that PI personnel commonly have around definitions and what is prohibited. (5ms)</li> </ul> <p>Allow 15 minutes answering these questions.</p>	<ul style="list-style-type: none"> <li>• PPT “Standards of Conduct”</li> </ul>
	Zero tolerance	5 min	<p>Zero tolerance</p> <ul style="list-style-type: none"> <li>• Emphasise what is meant by zero tolerance.</li> <li>• Highlight any difficult questions faced in this area.</li> </ul>	

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			<ul style="list-style-type: none"> <li>• Zero tolerance: <ul style="list-style-type: none"> <li>◦ Means that the culture of impunity and complacency toward sexual exploitation and abuse will no longer be tolerated. Zero-tolerance for impunity means that active measures are being introduced to prevent sexual exploitation and abuse and appropriate disciplinary action will be taken against all persons who are found to have violated the UN standards of conduct.</li> </ul> </li> </ul>	
	Approach taken with media	5 min	<p>Approach taken with media Highlight tips for approaching media on the topic.</p> <ul style="list-style-type: none"> <li>• Proactive and transparent</li> <li>• Outline need to follow due process and respect confidentiality</li> <li>• Senior officials have talked at all levels</li> <li>• Need to combat gossip with facts and UN approach</li> </ul> <p>Encourage accurate reporting by media and not to “exploit” victims in the press</p>	
	Consequences for misconduct	10 min	<p>Consequences for misconduct (see PI guidance)</p> <p>Disciplinary process;</p> <ul style="list-style-type: none"> <li>• “Sexual exploitation and abuse is serious misconduct and subject to disciplinary action.”</li> </ul> <p>This includes possible summary dismissal, termination of UN contract and no further UN service. Military members of national contingents may be repatriated, subject to their own national military justice, including court martial and followed up by UN authorities. All other UN personnel may be tried in the host country.</p>	<ul style="list-style-type: none"> <li>• PPT “Consequences of Sexual Misconduct”</li> </ul>

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	Guidance on dealing with allegations of misconduct	30 min	<p>Guidance on dealing with allegations of misconduct (see pgs 3-4 PI guidelines –allegations of Misconduct)</p> <ul style="list-style-type: none"> <li>• Ask participants to write down in small groups (on flip chart paper) any questions they have arising out of how to deal with allegations of misconduct (sexual exploitation issues)</li> <li>• Refer them to <i>Guidance for briefers May06 and PI guidelines for dealing with allegations of misconduct.</i></li> <li>• Go through questions on flipchart, discuss and answer.</li> </ul> <p>Highlight</p> <ul style="list-style-type: none"> <li>• Know your policies and procedures; due process</li> <li>• Dos and Don'ts</li> </ul>	
	Responsibilities of staff to prevent and respond to sexual exploitation and abuse	5 min	<p>Responsibilities to prevent and respond to sexual exploitation and abuse</p> <ul style="list-style-type: none"> <li>• Outline responsibilities – individuals / managers</li> </ul> <p><i>Highlight</i> “Peacekeeping personnel are required to adhere to the highest standards of conduct. This is crucial to implementing the mission mandate”</p>	<ul style="list-style-type: none"> <li>• PPT “Your Responsibilities”</li> </ul>

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	Reporting	5 min	<p>How do you report a suspicion, rumour or allegation of sexual exploitation or abuse?</p> <p>Outline process. Highlight for both UN personnel and public.</p> <ul style="list-style-type: none"> <li>Public – to SEA Focal Point in relevant organisation or other</li> <li>UN personnel – Chain of command; Focal Point; Personnel Conduct Officer; OIOS</li> </ul> <p><b>Note: Focal Point – does not investigate; only OIOS</b></p>	
	Measures UN/missions are taking	15 min	<p>Measures UN/missions are taking</p> <p>Discuss measures UN and missions are taking to prevent and respond to sexual exploitation and abuse</p> <ul style="list-style-type: none"> <li>UN / DPKO C34, Zeid Report, DPKO Taskforce, Interagency Taskforce</li> <li>DPKO Directive and SOPs being developed to implement C-34 decisions and ST/SGB/2003/13</li> </ul> <p><u>Prevention</u></p> <ul style="list-style-type: none"> <li>Awareness raising,</li> <li>Mandatory training – all staff, managers, senior leadership</li> <li>Recreational and welfare facilities</li> <li>One standard for all UN, different disciplinary consequences, mechanisms and criminal authorities</li> <li>Off limit areas; non-fraternization policies -ask for other examples on missions</li> </ul> <p><u>Enforcement</u></p> <ul style="list-style-type: none"> <li>Complaints mechanisms</li> </ul>	

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			<ul style="list-style-type: none"> <li>○ Compliance mechanisms</li> <li>○ Investigations</li> <li>○ Monitoring, reporting and follow up</li> <li>○ Victim assistance</li> <li>○ Disciplinary procedures (As per directives)</li> </ul>	
	Other FAQs	10 min	<ul style="list-style-type: none"> <li>• Highlight any other FAQs</li> <li>• Key FAQs to address (as per PI briefing guidance 6 May):               <ul style="list-style-type: none"> <li>○ Victim Assistance</li> <li>○ Paternity</li> <li>○ HIV AIDS prevention</li> <li>○ Naming of countries</li> </ul> </li> </ul>	
	Tactics used in communication strategy	20 min	<ul style="list-style-type: none"> <li>• Comment on tactics used in communication strategy</li> <li>• Refer to model communication strategy</li> </ul>	
	Ideas for monitoring of results	10 min	<ul style="list-style-type: none"> <li>• Comment on ideas for monitoring of results</li> </ul>	
	Assessment test	15 min	<ul style="list-style-type: none"> <li>• Hand out assessment test.</li> <li>• No names on test required.</li> <li>• Collect tests.</li> <li>• Go through answers</li> </ul>	<ul style="list-style-type: none"> <li>• Assessment Test (H4.6.2)</li> </ul>