



#### ANNEX 4

##### *Recommendations for Improving Procedures to Address Sexual Violence against Humanitarian Aid Workers*

- All procedures are survivor-centred, including safety, medical care, and psychosocial support;
- Post-sexual assault kits are made available at all field sites;
- Developed and routinely updated referral pathways for both medical care and psychosocial support services are available in all field sites;
- Psychosocial support is offered to all individuals affected by an incident of sexual violence;
- Where possible, reasonable periods of compassionate leave are provided to survivors of sexual violence;
- Resources and knowledge are provided to all staff about how to address incidents of sexual violence, in particular those roles expected to act as Focal Points in the event an incident occurs;
- Reporting process allows for multiple entry points and avenues for pursuing accountability;
- All staff involved in the reporting process have appropriate training to receive information on incidents of sexual violence and are comfortable interacting with survivors;
- Whistleblowing processes explicitly allow for reports of sexual violence, and allow for such reports to be submitted anonymously;
- All staff involved in the investigative or inquiry process have appropriate training to receive information on incidents of sexual violence and are comfortable interacting with survivors;
- Analysis has been conducted regarding the probability of receiving accountability and justice in different contexts, taking into account the intersectionalities in each location, and is shared with all staff;
- Off-boarding process explicitly provides the opportunity to report incidents of sexual violence, ideally through the use of psychosocial support sessions; and
- Information on incidents of sexual violence is shared – with appropriate confidentiality measures put in place – within organisations, and at the field level, as is appropriate.