

ANNEX 2

Recommendations for Improving Prevention Measures to Address Sexual Violence against Humanitarian Aid Workers

- Human Resources checks the backgrounds of potential recruits for incidents of sexual violence or other forms of misconduct, including through the use of criminal record and reference checks;
- Potential recruits are asked about their knowledge and background regarding gender equality and sexual violence;
- Potential recruits agree to indemnify the humanitarian organisation from placing notes on their files relating to misconduct, using these notes to make decisions about future employment, and communicating said notes to potential future employers;
- Sexual violence – organisation’s definition, related policies and structures, mechanisms for investigating, and accountability measures – is clearly explained to on-boarding staff, and all related materials are made available to all staff in relevant languages;
- Staff regularly sign Codes of Conduct or similar statements that prohibit acts of sexual violence and other forms of misconduct;
- Pre-deployment and other trainings include information regarding sexual violence against humanitarian aid workers;
- Trainings, discussions, and other forms of presentations on the prevention of sexual violence against humanitarian aid workers is done in a non-victim-blaming manner and combat rape myths;
- Training is provided to all staff on the reality and impact of sexual violence;
- Staff in key roles – such as Focal Points, Senior Management, Human Resources, Safety and Security, and Staff Welfare – feel equipped to receive information on incidents of sexual violence and interact with survivors;
- Regular, clear, and consistent messaging on the prohibition of acts of sexual violence, reporting procedures, zero-tolerance, and accountability mechanisms;
- Messaging is contextualised and takes into account feedback from national staff;
- Sexual violence is integrated as a risk into all safety and security mechanisms, and information about the risk of sexual violence is communicated to all staff; and
- Leadership models appropriate behaviour and zero-tolerance of sexual violence acts, in both words and actions.