

D: CSR Policies

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Protection from Sexual Exploitation and Abuse and Child Protection Policy

Date of Implementation:	01/04/2022
Date of last review:	15/04/24
Date of next review:	Scheduled with manual review
Related Documents:	<ul style="list-style-type: none">● Anti-discrimination and harassment policy● Whistle blowing policy

1. **Reasons for this policy:** Mosaico Euroafricano's (MEA), primary activity is involved in preschool education with vulnerable, indigenous children from minority groups, so it is of utmost importance for the entire team on the ground, the governing bodies and all third parties contracted, cooperating or in any way participating in activities with the school to be aware that we have strict principles and rules in place covering sexual exploitation and abuse of these vulnerable groups of people.

2. **Who does the policy apply to?:** This policy applies to anyone with a direct relationship with Mosaico Euroafricano ("Related parties' ') including employees, consultants, governing body members (including Board members); volunteers and interns; meeting delegates and training participants. In addition, we expect visitors and guests at any of our offices and/or events to abide by requirements of this policy. This includes non-MEA entities and their employees who have entered into partnership, sub-grant or subrecipient agreements with MEA.

3. **Description:** This policy outlines MEA's commitment to the protection from sexual exploitation and abuse of children and vulnerable adults, involving those MEA related parties. MEA has a zero tolerance toward sexual exploitation and abuse. MEA takes seriously all concerns and complaints about sexual exploitation, abuse and child abuse involving MEA related parties. MEA initiates rigorous investigation of complaints that indicate a possible violation of this policy and takes appropriate disciplinary action, as warranted.

Definitions:

A **child** is any individual under the age of 18, irrespective of local country definitions of when a child reaches adulthood.

Vulnerable adults are defined as: Those aged over 18 years and who identify themselves as unable to take care of themselves/protect themselves from harm or exploitation; or who, due to their gender, mental or physical health, disability, ethnicity, religious identity, sexual orientation, economic or social status, or as a result of disasters and conflicts, are deemed to be at risk.

Sexual exploitation means 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 means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Child Exploitation and Abuse involves one or more of the following (detailed explanation in **Appendix B**):

<ul style="list-style-type: none">● Physical abuse● Emotional abuse (including verbal abuse)● Neglect	<ul style="list-style-type: none">● Child Sexual Abuse● Grooming● Online grooming.
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Use of the term "**Sexual exploitation and abuse**" throughout this policy refers to children as well as vulnerable adults.

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Core Principles

In order to protect the most vulnerable populations, particularly vulnerable adults and children, and to ensure the integrity of MEA activities, the following six Core Principles must be adhered to:

- Sexual exploitation, abuse and child abuse by MEA related parties constitute acts of gross misconduct and are therefore grounds for immediate termination of employment/contract or loss of office in the case of a governing member or removal from MEA meeting or event.
 - Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of the majority or age of consent locally. Mistaken belief in the age of the child is not a defense.
 - Exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behavior by MEA related parties is prohibited.
 - Sexual relationships between MEA related parties and program participants are strongly discouraged since they are based on inherently unequal power dynamics.
 - Where a MEA related party develops concerns or suspicions regarding sexual abuse or exploitation and child abuse by a fellow related party, he or she must immediately report such concerns via the reporting mechanism outlined in whistle blowing policy.
4. MEA related parties are obliged to create and maintain an environment that prevents sexual exploitation, abuse and child abuse and promotes the implementation of this Policy.

Commitments

MEA is dedicated to fulfilling the six Core Principles through implementation of the following Commitments. This includes time-bound, measurable indicators of progress to enable all entities of MEA, and others, to monitor MEA's performance.

- Undertake a risk assessment of all meetings/program activities which involve children or vulnerable adults and document steps that are being taken to remove or reduce these risks if there is at any point of time the need to have meetings with children individually.
- Incorporate MEA standards on sexual exploitation, abuse and child protection in relevant codes of conduct, Governance Manual and through induction materials and training courses for MEA related parties.
- Ensure that when engaging in partnerships, sub-grant or sub-recipient agreements, these agreements incorporate this policy as an attachment and expressly state that failure of those entities or individuals, as appropriate, to take preventive measures against sexual exploitation, abuse and child abuse, to investigate and report allegations thereof, or to take corrective actions when sexual exploitation or abuse or child abuse has occurred, shall constitute grounds for MEA to terminate such agreements.
- Ensure that complaint mechanisms for reporting sexual exploitation, abuse and child abuse are accessible.
- Seek necessary support for complainants of sexual exploitation, abuse or child abuse.
- In compliance with applicable laws, never knowingly recruit perpetrators as staff, consultants or governing members. Prevent perpetrators of sexual exploitation, abuse and child abuse.
- Investigate allegations of sexual exploitation, abuse and child abuse in a timely and professional manner through the use of professional investigators or secure investigative expertise or local authorities as appropriate. Take swift and appropriate action, including legal action when required, against MEA related parties who commit sexual exploitation, abuse and child abuse.
- Take appropriate actions to the best of MEA's abilities to protect persons from retaliation where allegations of sexual exploitation, abuse or child abuse are reported involving MEA related parties.

It is therefore mandatory for all staff, directors, volunteers, partner organizations, suppliers, and contractors to sign the form presented as **Appendix A** which follows below and/or to include these conditions into trade agreements and cooperation agreements as they arise.