

Globethics Repository

The logo for Globethics, featuring the word "Globethics" in white, sans-serif font centered within a solid blue rectangular background.

Code for the prevention of sexual abuse 2010

This page was generated automatically upon download from the Globethics Repository. More information on Globethics see <https://www.globethics.net>. Data and content policy of Globethics Repository see <https://repository.globethics.net/pages/policy>.

Item Type	Book chapter
Authors	Stückelberger, Christoph
Publisher	Globethics.net
Rights	Creative Commons Copyright (CC 2.5)
Download date	2026-06-20 15:18:32
Link to Item	http://hdl.handle.net/20.500.12424/216688

A15) Code for the Prevention of Sexual Abuse 2010

ACT Alliance is an international alliance of 100 churches and related development and emergency agencies from all continents. The following text, adopted in 2002 and adapted in March 2010, is only the code, without the Guidelines for Implementation. See also chapter 3.1.8.

ACT Alliance Code of Conduct for the Prevention of Sexual Exploitation and Abuse

The Code of Conduct should form part of all ACT employment contracts. ACT member employees and ACT Secretariat staff must:

1. Respect and promote fundamental human rights without discrimination and irrespective of social status, race, ethnicity, colour, religion, gender, sexual orientation, age, marital status, national origin, political affiliation or disability.
2. Treat all communities with whom we work (including crisis-affected populations, Internally Displaced Persons (IDPs) and refugees), fairly and with respect, courtesy, dignity and according to the respective country law, international law and local customs.
3. Create and maintain an environment that prevents sexual exploitation and abuse, abuse of power and corruption, and promotes the implementation of the code of conduct. Managers at all levels have particular responsibilities to support and develop systems that maintain this environment.
4. Uphold the highest standards of accountability, efficiency, competence, integrity and transparency in the provision of goods and services in the execution of their job.

254 *Corruption-Free Churches*

5. Never commit any act or form of harassment that could result in physical, sexual or psychological harm or suffering to individuals, especially women and children.
6. Never exploit the vulnerability of any target group, especially women and children, or allow any person/s to be put into compromising situations.
7. Never engage in any sexual activity with children (persons under the age of 18) regardless of the age of majority or age of consent locally. Sexual activity with children is prohibited. Mistaken belief in the age of a child is not a defence.
8. Never engage in sexual exploitation or abuse of any man, woman, girl or boy. This constitutes acts of gross misconduct and is therefore grounds for termination of employment.
9. Never exchange money, employment, goods, or services for sex, including sexual favours. All forms of humiliating, degrading or exploitative behaviour are prohibited. This includes exchange of assistance that is due to beneficiaries.
10. Never abuse their position to withhold humanitarian assistance, nor give preferential treatment; in order to solicit sexual favours, gifts, payments of any kind, or advantage. The employee should be conscious of not taking advantage of his/her position and may not accept gifts (except for small tokens of appreciation) or bribes.
11. Not engage in sexual relationships with communities and affected populations with whom we work. Such relationships are strongly discouraged since they are based on inherently unequal power dynamics. Such relationships undermine the credibility and integrity of humanitarian aid work. This rule applies to both during and after working hours.
12. Employees may not accept, solicit or engage in the 'buying' of or profiting from sexual services. This is applicable both within and outside of working hours.

13. Ensure that all confidential information, including reports of breaches of these standards by colleagues, obtained from communities and affected populations or colleagues is channelled correctly & handled with utmost confidentiality.
14. Ensure that reports, concerns or suspicions of breaches of these standards are immediately reported to senior management or the human resources manager (or established agency reporting mechanisms), who is expected to take prompt investigative action.
15. Any breach of the Code of Conduct will result in disciplinary action in accordance with the respective terms, conditions and guidelines of the individual agencies.
16. Any staff member purposely making false accusations on any action by another staff member, which is in breach of the code of conduct will be subject to disciplinary action at the discretion of the employer.

The signatory (ACT member employee or ACT Secretariat staff) below has read, understood and is in agreement with the content of this document and specifically articles 1 to 16 of the Code of Conduct, which shall be subject to periodic revision and review. The signatory accepts the consequences of any violation of any of the above provisions under this Code of Conduct.

Position: Signature: