



## Sexual Exploitation and Abuse (SEA)

### KNOW THE RULES: THERE IS NO EXCUSE!

- ! At all times we must treat the local population with respect and dignity.
- ! Sexual exploitation and abuse (SEA) is unacceptable behaviour and prohibited conduct for all United Nations and affiliated personnel.
- ! SEA threatens the lives of people that we are to serve and protect.
- ! SEA undermines discipline, and damages the reputation of the United Nations.

### EVERY PERSON UNDER THE UNITED NATIONS FLAG MUST COMPLY WITH THE FOLLOWING PROHIBITIONS:

- ! **It is strictly prohibited** to have any sexual activity with anyone under the age of 18 years (regardless of the age of majority or age of consent locally or in my home country). Mistaken belief as to the age of the person is no excuse.
- ! **It is strictly prohibited** to have sex with anyone, in exchange for money, employment, preferential treatment, goods or services, whether or not prostitution is legal in my country or the host country;
- ! **It is strictly prohibited** to engage in any other form of sexually humiliating, degrading or exploitative behaviour;

#### I fully understand that:

- Involvement in any act of SEA will be investigated and prosecuted if warranted;
- Any proven act of SEA will result in measures that can include but are not limited to: suspension, immediate repatriation, dismissal, imprisonment and a ban from future United Nations employment;
- If I witness SEA behaviour by others, regardless of their position or seniority, I have a responsibility to take all reasonable measures to stop the misconduct and report the incident immediately to my commander or manager;
- ! Failure to respond or report misconduct is a breach of the United Nations standards of conduct. **There is no excuse!**

**NO EXCUSE • ZERO TOLERANCE**  
FOR SEXUAL EXPLOITATION AND ABUSE



EXPLOITATION



PROSECUTION



IMPRISONMENT

For further information see the  
Mission Conduct and Discipline website: <https://cdu.unlb.org/>



## KEY CONTACTS ON PROTECTION AGAINST RETALIATION

### Office of the Ombudsman:

304 East 45th Street 6th Floor, Room FF-671 New York, NY 10017 USA;

<http://fpombudsman.org>; phone: +1 646 781 4083; [ombudsmediation@fpombudsman.org](mailto:ombudsmediation@fpombudsman.org)

### Ethics Office (whistleblower protection/protection from retaliation):

[ethicsoffice@undp.org](mailto:ethicsoffice@undp.org), phone: +1-212-909-7840 || fax: +1-212.906.6153;

<http://www.undp.org/content/undp/en/home/accountability/ethics.html>

### OHR (general inquiries about the UNDP policy on harassment, sexual harassment, discrimination and abuse of authority):

[harassment.ohrfocalpoint@undp.org](mailto:harassment.ohrfocalpoint@undp.org) || +1-212-906-5254

### Office of Audit and Investigation:

[Online referral form](#); an [independent](#) telephone service: +1 877 557 8685 (within the US)

and +1 770 776 5678 (worldwide); [reportmisconduct@undp.org](mailto:reportmisconduct@undp.org)

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