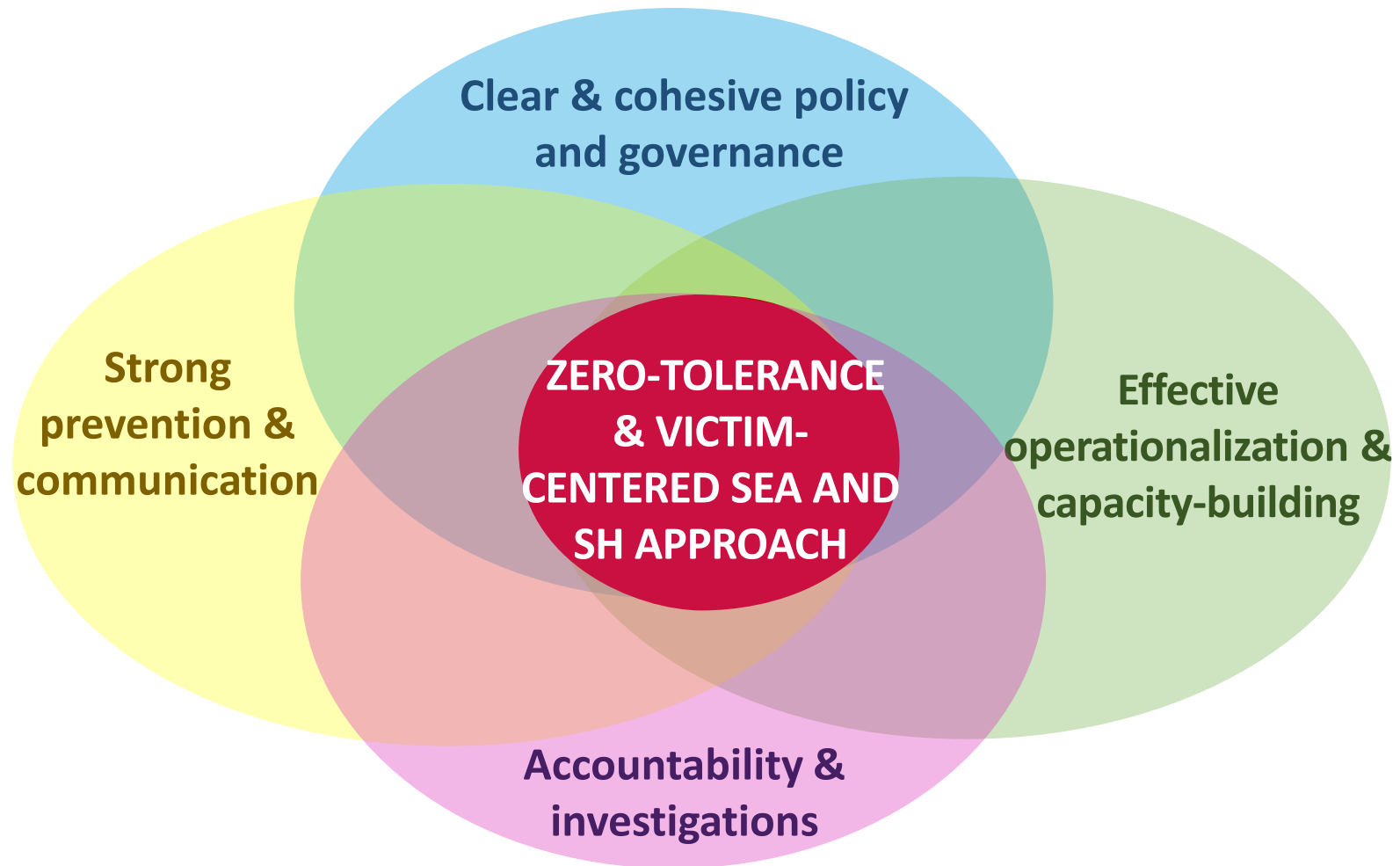


UN WOMEN

UPDATE ON THE IMPLEMENTATION OF
THE DELOITTE RECOMMENDATIONS ON
TACKLING SEXUAL EXPLOITATION AND
ABUSE AND SEXUAL HARASSMENT

EXECUTIVE BOARD 2020

INTRODUCTION



POLICY AND GOVERNANCE

- ✓ Update of the policy on the Prevention of Harassment, Sexual Harassment, Discrimination and Abuse of Authority, strengthening UN Women's position on a zero-tolerance approach to SH and to a victim-centered approach;
- ✓ Creation of 3 specific role-based guidance on SH for supervisors, affected individuals, and alleged perpetrators;
- ✓ Update of the procedure for selecting programme partners, which ensures its compliance with the provisions of ST/SGB/2003/13.



PREVENTION AND COMMUNICATION

- ✓ Launch of the Respectful Workplace Facilitators peer support pilot program;
- ✓ Conduction of a team and leadership culture survey and a values and competencies awareness-raising campaign;
- ✓ Inclusion of prevention provisions in the updated policy on Prevention of Harassment, Sexual Harassment, Discrimination, and Abuse of Authority;
- ✓ Development of a face-to-face, scenario-based SEA and SH training program pilot;
- ✓ Creation of dedicated intranet page for all accountability reports and broadcasts to all personnel.



OPERATIONALIZATION AND FIELD CAPACITY

- ✓ Mapping of existing SEA and SH prevention and response resources across UN Women;
- ✓ Establishment of a local SH Action Plan requirement for regional and country offices;
- ✓ Development of a SEA Focal Point Toolkit;
- ✓ Inclusion of SEA and SH risk labels in online risk register;
- ✓ New Partner Agreement Template, concretely outlining SEA-related requirements.



ACCOUNTABILITY AND INVESTIGATIONS



- ✓ Updated policy on Prevention of Harassment, Sexual Harassment, Discrimination and Abuse of Authority clarified the principle of confidentiality;
- ✓ Provision of specific guidance for affected person, alleged perpetrator, and supervisors in said policy;
- ✓ Continued application of highest standards of transparency by OIOS;
- ✓ Information on cases of SEA and SH and actions taken in the Annual Report on internal investigation activities, its corresponding management response, and the disciplinary measures report.

NEXT STEPS



SEA and SH resource gap analysis and corresponding resource management plan;



Development of SEA and SH Action Plans for all UN Women country and regional offices;



In-person capacity-building for SEA and SH Focal Points;



Scenario-based, face-to-face training pilot adapted to local needs in 4-6 duty stations;



Communication campaign for updated policy on Prevention of Harassment, Sexual Harassment, Discrimination, and Abuse of Authority.



THANK YOU

