UN WOMEN

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

EXECUTIVE BOARD 2020
INTRODUCTION

ZERO-TOLERANCE & VICTIM-CENTERED SEA AND SH APPROACH

Clear & cohesive policy and governance

Effective operationalization & capacity-building

Accountability & investigations

Strong prevention & communication
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.
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

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<td>1. SEA and SH resource gap analysis and corresponding resource management plan;</td>
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<td>2. Development of SEA and SH Action Plans for all UN Women country and regional offices;</td>
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<td>3. In-person capacity-building for SEA and SH Focal Points;</td>
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<td>4. Scenario-based, face-to-face training pilot adapted to local needs in 4-6 duty stations;</td>
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<td>5. Communication campaign for updated policy on Prevention of Harassment, Sexual Harassment, Discrimination, and Abuse of Authority.</td>
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THANK YOU