PURPLE DEW PSEA POLICY

Annex 1: Abstract of Purple Dew Sexual Exploitation and Abuse (PSEA) Policy

Our Values, Principles, and Beliefs

Purple Dews is committed to **non-discrimination**, impartiality, **solidarity**, transparency, sensitivity to local cultures, promoting **human dignity**, **participation**, and **dialogue**. Our commitment to Protection from Sexual Exploitation and Abuse (PSEA) is guided by the principles within the Universal Declaration of Human Rights, the African Charter on Human and Peoples' Rights, the UN Convention on the Rights of the Child (UNCRC), and the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW). All Purple Dews personnel and associates must uphold and promote the highest standards of ethical and professional conduct and abide by Purple Dews policies.

We recognize that in vulnerable situations such as precarious livening conditions, displacement, and the destruction of community structures due to natural disasters, conflict, or socio-economic challenges increase the vulnerability of affected populations, especially women and children. Our work in Lagos suburbs and informal settings often puts Purple Dews personnel and associates in positions of power or influence in relation to the communities we work with. As a humanitarian aid organization, Purple Dews has a duty of care towards the most vulnerable populations and must not abuse the power and influence that might have over the lives and well-being of the beneficiaries of its programs.

Thus, Purple Dews considers all forms of Sexual Exploitation and Abuse (SEA) to be incompatible with universally recognized international norms and standards, the principles upon which humanitarian action is based, our core values, and our fundamental belief in the human dignity of all people. Therefore, the PSEA Policy sets out specific standards of behavior which build on existing general obligations under the Purple Dews Charter of Values and Code of Ethics.



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Key Definitions

Sexual Exploitation: 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: The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Our Behavior Protocols

The following specific standards of behavior apply to all Purple Dews personnel, including staff, volunteers, community committee members, interns, and consultants, while under contract with Purple Dews and at all times, this includes both within working hours and outside of standard working hours:

1. Prohibition of Sexual Favors: Purple Dews personnel must not request any service or sexual favor from beneficiaries of Purple Dews programs or other members of the communities in which Purple Dews works in return for protection or humanitarian assistance and must not engage in sexually exploitative relationships.

2. No Exchange of Money for Sex: Purple Dews personnel must not exchange money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading, or exploitative behavior. This prohibition means that Purple Dews personnel must not engage the services of sex workers while on Purple Dews assignment, including in Purple Dews premises or accommodations, and while traveling to/from or attending meetings, workshops, and trainings, regardless of the local or national law concerning sex work or prostitution in the country in which they work.

3. Conflict of Interest in Relationships: Purple Dews personnel must refrain from having sex or engaging in sexual activity with beneficiaries because there is an inherent conflict of interest and potential for abuse of power in such a relationship. If a personnel member has sex or engages in sexual activities with a beneficiary, he/she must disclose this conduct to his/her supervisor. Failure to report such conduct will lead to disciplinary action.



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4. Prohibition of Sexual Activity with Minors: Purple Dews personnel must refrain from sexual activity with any person under the age of 18, regardless of the age of majority or age of consent locally, i.e., the local or national law of the country in which they work. Ignorance or mistaken belief of the child's age is not a defense. Failure to report such conduct will lead to disciplinary action.

5. No Support for Exploitative Activities: Purple Dews personnel must not support or take part in any form of sexual exploitative or abusive activity, including, for example, pornography or trafficking of human beings.

6. Timely Reporting of Concerns: Purple Dews personnel must report in a timely manner any concern or suspicion they have regarding possible violations of the PSEA Policy and related standards of behavior via Purple Dews established reporting procedures. This includes reporting any concern or suspicion regarding sexual exploitation or abuse by another humanitarian aid worker. Information related to SEA incidents involving Purple Dews personnel or associates, or other humanitarian aid workers, must be shared only with the in-country PSEA Focal Point or their alternate, who will take over the case and inform immediately the in-country PSEA Referent to discuss the way forward.

7. Creating a Safe Environment: Purple Dews personnel must create and maintain a living and working environment, which prevents sexual exploitation and abuse, and promotes the implementation of the PSEA Policy.

8. Challenging Poor Practices: Purple Dews personnel must challenge poor practices and report potential risks which might lead to sexual exploitation or abuse.

All Purple Dews personnel are obliged to adhere to these standards of behavior. Any violation of these standards constitutes serious misconduct. Failure to comply with these standards or failure to report sexual exploitation or abuse is grounds for disciplinary action. This action may include termination of contract or summary dismissal and may result in the case being forwarded to the local authorities for criminal prosecution where appropriate and in accordance with applicable national laws.

The standards set out above are not intended to be an exhaustive list. Other types of sexually exploitative or abusive behavior may be grounds for disciplinary action pursuant to



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the Purple Dews Charter of Values and Code of Ethics. Purple Dews personnel must not engage in any form of humiliating, degrading, or exploitative behavior under any circumstances. Acceptance of and compliance with these standards of behavior is also a condition of every cooperative arrangement. Purple Dews will not enter into cooperative arrangements with entities or individuals—including contractors, partners, and visitors—which do not recognize that all forms of SEA violate universally recognized international norms and standards, and do not commit to protection from sexual exploitation and abuse.

Safe Communication

Purple Dews has a duty of care towards the beneficiaries of its programs and at all times must put their best interests first. Beneficiaries have the right to be accurately represented, and Purple Dews accepts its responsibility not to portray a manipulated or sensationalized image of the beneficiaries' well-being and circumstances. Beneficiaries must be presented as human beings with their own identity and dignity preserved.

Photos and other identifying details of beneficiaries represent a risk to their safety and dignity, particularly in highly vulnerable settings. The "Do No Harm" principle must guide the collection and use of images and information about beneficiaries. All Purple Dews personnel and associates are obliged to adhere to the following standards of behavior when recording and using images and stories:

1. Ensure when making images of beneficiaries (photos, video, etc.) that they are respectful, that people are adequately clothed, and that sexually suggestive poses are avoided.
2. Choose images and related messages based on values of respect and equality. Images should represent a broad range of people—male and female, and various ages, abilities, and origins—and not present them as victims.
3. Truthfully represent the particular situation both in its immediate and wider context.
4. Avoid approaches that potentially stereotype or sensationalize people, situations, or places.



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5. Ensure that people whose situation is being represented have the opportunity to communicate their stories themselves.

6. Take and use images and stories only with the full understanding and permission of the subject (parent/legal guardian/caregiver where applicable). The informed consent needs to be signed (or verbally agreed to) and filed in a secure location. No image and/or story where beneficiaries are identifiable can be made public through the Purple Dews website or other means without the informed consent or assent of the subjects.

7. Change the names of beneficiaries to protect their identity, unless they have explicitly stated a preference that their genuine name should be used, and security implications are not a factor.

8. Do not disclose personal information (such as location) which could put beneficiaries at risk on the Purple Dews website or in public literature.

9. Report in a timely manner any concern or suspicion about inappropriate or intrusive images through the same procedures as for reporting SEA concerns or suspicions. Social media—e.g., blogs, Facebook, or Twitter entries—generated by Purple Dews are subject to the same safe communication practices as outlined above.



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