



ection from Sexual Exploitation and Abuse (PSEA) Policy

Organization: Al-Ghad Al-Moshreq Association for Sons of the Country **Effective Date:** January 2025

1. Purpose & Commitment

Al-Ghad Al-Moshreq Association maintains a **Zero Tolerance** policy towards any form of sexual exploitation and abuse (SEA). We are committed to creating a safe environment for all beneficiaries, especially women and children, and ensuring that our staff and partners uphold the highest standards of integrity.

2. Core Definitions (UN Standards)

- **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.

3. Mandatory Codes of Conduct

- **Prohibition of SEA:** Sexual activity with children (persons under 18) is prohibited, regardless of the local age of majority or consent.
- **Aid for Sex:** It is strictly prohibited to exchange money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading, or exploitative behavior.
- **Duty to Report:** All staff members are obligated to report any concerns or suspicions of SEA through the established confidential channels.

4. Reporting Mechanism (Procedures)

The organization has established a safe and confidential reporting system:

- **Focal Point:** A designated PSEA Focal Point (Ms. Fatima Nasser Qudaih) is responsible for receiving complaints.
- **Confidentiality:** The identity of the complainant and the survivor will be protected at all times.
- **Channels:** Complaints can be submitted via a dedicated "Complaint Box" at distribution sites, via a confidential email, or directly to the PSEA officer.



5. Investigation and Sanctions

- All reports will be taken seriously and investigated immediately.
- If an allegation is substantiated, the organization will take disciplinary action, which may include immediate termination of employment and referral to legal authorities if a crime has been committed.

6. Survivor Support

The organization prioritizes the safety and well-being of the survivor. We commit to referring survivors to appropriate support services (medical, psychological, and legal) through the established referral pathways in the OPT.

Chairman of the Board
Subha Salman Abu Mutlaq

