

ACTION ALLIANCE FOR PREVENTING SEXUAL MISCONDUCT (AAPSM)

USAID strictly prohibits sexual misconduct, including harassment, exploitation or abuse of any kind among staff or implementing partners. USAID takes seriously, and expects its staff and partners to take seriously, the commitment to do no harm and to advance human dignity in our work. USAID established the AAPSM in 2018 to focus our efforts on these critical issues.

GOALS

Prevent and Address Sexual Exploitation and Abuse in USAID Programs

- Work across the globe to protect the communities we serve and advance human dignity by preventing sexual exploitation and abuse.
- Elevate the voice of survivors of sexual abuse and exploitation by putting their needs, rights and well-being at the forefront of our efforts.
- Review and revise our existing policies and procedures to strengthen accountability and compliance, in consultation with our external partners and beneficiaries.

Prevent and Address Workplace Sexual Misconduct at USAID

- Work across USAID to prevent and address internal sexual misconduct, including sexual harassment, by strengthening the Agency's policies and procedures for effectively preventing, reporting, and responding to incidents of sexual harassment.
- Foster a respectful culture at USAID that does not tolerate sexual misconduct or harassment, and that values reporting, respects survivors, and prevents retaliation.
- Demonstrate accountability to USAID employees and stakeholders by using data to measure success.

ACTIONS

USAID has taken the following actions to address sexual misconduct in its workplace and programs:

- Conducted global consultations with more than 1,000 participants representing 100 countries and more than 1,000 private contracting companies and non-governmental organizations.
- Released two new policies related to sexual misconduct, including [ADS 113, Preventing Workplace Sexual Misconduct](#), and the USAID's [Policy on Protection from Sexual Exploitation and Abuse](#).
- Issued new USAID [Employee Standards of Conduct](#) outlining employee responsibilities, released an [Employee Toolkit](#) with key resources, and published a [Manager's Toolkit](#) for preventing and addressing sexual misconduct.
- Revised standard provisions for [grants](#) and [contracts](#) to clarify that our implementers' employee codes of conduct must be consistent with international standards on protection from sexual

exploitation and abuse, and issued guidance to acquisition and assistance implementing partners to reaffirm USAID's prohibition of sexual exploitation, abuse and fraud, as well as published a Partner Toolkit with resources related to safeguarding for sexual exploitation and abuse, child abuse, exploitation, and neglect, and trafficking in persons.

- Endorsed the G7 Whistler Declaration on Protection from Sexual Exploitation and Abuse in International Assistance, led the issuance of the Tidewater Joint Statement on Combating Sexual Exploitation and Abuse in the Development and Humanitarian Sectors, and endorsed the OECD DAC Recommendation on Ending Sexual Exploitation and Abuse in Development Co-operation and Humanitarian Assistance.
- Along with 22 other donors, negotiated and signed on to groundbreaking international commitments on preventing sexual exploitation and abuse at the 2018 Safeguarding Summit.
- Launched a global Community of Practice on Employment Accountability to strengthen accountability for perpetrators of sexual exploitation and abuse across the aid sector.
- Launched a new Respectful, Inclusive, and Safe Environments (RISE) learning and engagement platform for USAID staff that includes training related to civility and respect, preventing harassment and sexual misconduct, and bystander intervention.

REPORTING

- **USAID FACILITIES:** All USAID management officials are required, and all other staff are encouraged, to report allegations of sexual misconduct within USAID facilities within one business day of becoming aware of them. All allegations of internal workplace sexual misconduct at USAID can be reported to USAID's Misconduct Reporting Portal at launchpad.usaid.gov (click "Report Misconduct" under Quick Links) or by dialing USAID's Misconduct Hotline at 202-712-1234 (dial ext. 2 for "HR" and ext. 2 for "ELR Misconduct Hotline"). Reports can also be made to a direct supervisor, as well as to the Office of Civil Rights and Diversity (ocrdharassment@usaid.gov) or the Office of Employee and Labor Relations (hctm.elr@usaid.gov).
- **USAID PROGRAMS:** USAID employees are required, and implementing partners are encouraged, to report all allegations of sexual exploitation and abuse in USAID programs — whether the allegations involve USAID personnel, grantees or contractors — to the Office of the Inspector General at ig.hotline@usaid.gov, as well as to the cognizant USAID Contracting or Agreement Officer.

RESOURCES

For more information or to access additional resources, contact the Action Alliance for Preventing Sexual Misconduct (AAPSM) at aapsm@usaid.gov or visit www.usaid.gov/PreventingSexualMisconduct.