



GOAL Protection from Sexual Exploitation, Abuse, and Harassment (PSEAH) Policy

**December
2024**

goalglobal.org

GOAL Protection from Sexual Exploitation, Abuse, and Harassment (PSEAH) Policy

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| Members: | <p>GOAL Members:</p> <ul style="list-style-type: none"> ▪ all board members/trustees, board committee members/advisory board members, and company members of GOAL ▪ all GOAL staff (Head Office and Field), including employees (GOAL staff having legal contract in place), secondees, interns, and volunteers ▪ all consultants/contractors/suppliers (including internal consultants with a GOAL email address) ▪ all GOAL partners (i.e. those entering into partnership agreements with GOAL, and GOAL (International)) ▪ all GOAL visitors (all visitors to any of GOAL’s programming operations, namely those acting as representatives of donors and funding partner organisations (e.g. universities, INGOs, corporates), guest visitors, and/or all people associated with GOAL programming) |
| Title: | GOAL Protection from Sexual Exploitation, Abuse, and Harassment (PSEAH) Policy |
| Document Type: | Policy |
| Version: | 3#: December 2024 2#: December 2021 1#: January 2018 |
| Classification: | General Distribution |
| Authors: | GOAL Safeguarding Team |
| Owned by: | Board of Directors, Senior Management Team, CEO, Audit & Risk Committee: December 2024 |
| Reviewed and approved by: | Board of Directors: December 2024 |
| Next review date: | December 2026 |

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1. Introduction and Purpose

[GOAL](#) works to uphold the essential dignity and respect of all human beings, recognising that sexual exploitation, abuse, and harassment (SEAH) cause significant harm to individuals and communities. SEAH is particularly egregious when committed by members of organisations like GOAL, as it violates [our values](#), undermines trust in our sector, and contradicts our mission to help the most vulnerable communities to respond to and overcome humanitarian crises. GOAL upholds a zero-tolerance approach towards all forms of SEAH, inaction about SEAH, and retaliation against those who report.

In GOAL, we acknowledge that power imbalances – whether between [GOAL Members](#) and participants in GOAL programmes and activities, between GOAL Members at different levels, or between GOAL and partners – could create environments where SEAH is more likely to occur if left unchecked. GOAL is committed to addressing these power imbalances by fostering a culture of respectful and responsible power use.

GOAL's PSEAH Policy sets out our approach to **preventing, reporting, and responding** to SEAH in all its forms, within our programmes, activities, and workplace.

This PSEAH Policy aligns with international standards, notably: the [Inter-Agency Standing Committee \(IASC\) Six Core Principles Relating to Sexual Exploitation and Abuse](#) (2019), the principles of the [United Nations Secretary General's Bulletin on Special Measures for Protection from Sexual Exploitation and Sexual Abuse \(ST/SGB/2003/13\)](#), the [Core Humanitarian Standard \(CHS\) on Quality and Accountability](#) (2024), and the [Common Approach to Protection from Sexual Exploitation, Sexual Abuse, and Sexual Harassment \(CAPSEAH\)](#) (2024). It is also guided by international human rights law and applies universally, regardless of location and local laws.

1.1. Alignment with GOAL Safeguarding Policies:

This PSEAH Policy is part of a broader safeguarding framework, in which the [GOAL Child and Adult Safeguarding Policy](#) serves as an umbrella policy for this PSEAH Policy and the [GOAL Child Protection Policy](#). These policies also align with the [GOAL Code of Conduct](#), which outlines the conduct expected by all [GOAL Members](#). Together, these policies provide a robust approach to ensuring that GOAL remains a safe organisation for everyone. Further description of the GOAL Safeguarding Policies is in [Appendix 1](#).

Other related policies include GOAL Whistleblowing Policy, GOAL Gender Equality Policy and Strategy, GOAL Risk Management Policy, GOAL Employee Handbook, GOAL Dignity at Work Policy, and GOAL Social Media and Online Messaging Policy. GOAL's global policies can be accessed via the ['Our Governance'](#) area of [goalglobal.org](#) or [GOAL's intranet](#).

2. Scope

This PSEAH Policy applies to all [GOAL Members](#). It establishes the conduct expected, outlines measures to prevent SEAH, and details safe reporting channels and procedures for an effective response. It also establishes accountability mechanisms for non-compliance.

This PSEAH Policy is applicable at all times, during and outside of regular working hours, across both in-person and online interactions.

Whilst this PSEAH Policy does not apply to external actors, who are not GOAL Members, any concerns related to SEAH within the community or by other organisations should still be reported by GOAL Members. GOAL will respond appropriately, for instance, by advising survivors of their options to report and to access relevant support, in line with local laws and regulations. For more information see [7. Reporting and Response](#).

3. Definitions

The definitions used in this PSEAH Policy, which are set out in [Appendix 2](#), draw on the United Nations, CHS Alliance, and CAPSEAH's definitions.

4. Policy Statement / Key Principles

GOAL is committed to creating a protective environment where sexual exploitation, abuse, and harassment (SEAH) are actively prevented, and no form of SEAH is tolerated. In GOAL, we uphold a **zero-tolerance approach** not only towards all forms of SEAH but also inaction about SEAH, and retaliation against those who report. Zero tolerance does not mean zero incidents of SEAH. A rise in reported incidents of SEAH can reflect a growing awareness and changing attitudes, with survivors feeling safer to report. For this Policy Statement, GOAL defines zero tolerance as implementing all reasonable and appropriate measures to prevent SEAH by our [Members](#), and to respond appropriately when it does arise.

GOAL adopts a [survivor-centred approach](#) in responding to SEAH, prioritising the needs, safety, rights, and dignity of survivors.

Whilst our commitment is to everyone, we recognise that SEAH disproportionality impacts women, children, and other marginalised groups. Factors such as gender, gender identity, gender expression, civil/marital status, family status, sexual orientation, religion, age, disability, race, nationality, political affiliation, social status, citizenship status, and/or membership of an ethnic community can heighten vulnerability.

GOAL takes all concerns about SEAH very seriously and will respond in line with this Policy as set out in section 7., to all reports made.

4.1. Prohibited Conduct under GOAL PSEAH Policy:

The following conduct is strictly prohibited for all [GOAL Members](#) (for more information on the broader expectations of behaviours see the [GOAL Code of Conduct](#)):

- ✘ **SEAH as Acts of Gross Misconduct:** SEAH of participants in GOAL programmes and activities, or others in the communities with whom GOAL works, constitute acts of gross misconduct and are therefore grounds for disciplinary measures or contractual measures, up to and including termination of employment or contractual engagement.
- ✘ **Prohibition of Sexual Activity with Children:** Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Ignorance or mistaken belief regarding the age of a child is not a defence.

- ✘ **Prohibition of Sexual Activity for Exchange or 'Favour':** Exchange of money, employment, goods, or services for sex, including 'sexual favours' or other forms of humiliating, degrading or exploitative behaviour is prohibited at all times in GOAL. This includes the exchange of assistance that is due to GOAL programme participants.
- ✘ **Prohibited Relationships:** Sexual relationships between GOAL Members and participants of GOAL programmes or activities are prohibited since they are based on inherently unequal power dynamics.

In exceptional circumstances where there is a pre-existing sexual relationship between a GOAL Member who belongs to or lives in the same community as the project participant – and the relationship is not based on unequal power dynamics and is not in any way exploitative – it is incumbent on the Member to report this pre-existing relationship confidentially to the Human Resources department and to declare it as a conflict of interest, immediately upon recruitment or commencement of service to GOAL. Failure to disclose a pre-existing relationship is a breach of this PSEAH Policy and is therefore grounds for disciplinary measures or contractual measures, up to and including termination of employment or contractual engagement. Following the disclosure of a pre-existing relationship, GOAL will assess the relationship and whether this can be safely managed. For guidance related to sexual relationships between GOAL staff, see the GOAL Dignity at Work Policy and [GOAL Conflict of Interest Policy](#).

- ✘ **Prohibition of Gender-Based Harassment:** Harassment, discrimination, exploitation, and abuse based on gender identity and expression, and/or sexual orientation in the workplace or towards partners and service providers is prohibited in GOAL.
- ✘ **Failure to act on Mandatory Reporting of SEAH Concerns:** The responsibility to report does not rest on the survivors themselves. Where a GOAL Member develops concerns or suspicions regarding SEAH by another GOAL Member, whether in the same agency or not, that person must report such concerns via GOAL's established reporting mechanisms, where it is safe for them to do so and in a way that respects survivor's right to confidentiality – see [7. Reporting and Response](#). Failure to report SEAH concerns is a breach of this PSEAH Policy. However, we recognise that reporting can be complex. Individuals, especially survivors, may face various barriers to reporting. Therefore, whilst failure to report could lead to disciplinary measures or contractual measures, the response will be proportionate and consider the context, individual's circumstances, and any barriers they faced.

5. Responsibilities

5.1. GOAL Board and Senior Management:

The GOAL Board is ultimately responsible for the application and implementation of GOAL's PSEAH Policy through Senior Management Teams in Head Office and in country programmes and activities.

The Senior Management Team shall hold Regional Directors to account for ensuring implementation of the GOAL PSEAH Policy including risk management processes.

The GOAL Board will ensure that adequate technical support is provided to country programmes and activities to adapt and implement the GOAL PSEAH Policy. Safeguarding is reported to the Board via the GOAL Audit and Risk Committee (ARC) quarterly and as required, and the ARC will take decisive action based on advice from the Global Safeguarding Advisor and GOAL Director of Investigations.

The CEO will be informed of all Category 6 Safeguarding cases. A yearly report, based on an internal audit is also sent by each GOAL country programme to the Head Office Senior Management Team. PSEAH policy implementation is regularly monitored by the ARC.

5.2. ALL GOAL Members:

Where a GOAL Member develops concerns or suspicions regarding SEAH by another GOAL Member, they must report such concerns based on GOAL's reporting procedures see [7. Reporting and Response](#). Failure to report may be a breach of this PSEAH policy and therefore, grounds for disciplinary measures or contractual measures, up to and including termination of employment or contractual engagement - see [Mandatory Reporting](#).

GOAL Members are obliged to create and maintain an environment which prevents exploitation and abuse and promotes the implementation of the GOAL PSEAH Policy. T

5.3. GOAL Management at Head Quarters and Country Level:

GOAL managers and supervisors must ensure that their staff and related personnel understand and comply with the GOAL PSEAH Policy. Managers at all levels have responsibilities to support and develop systems which maintain this environment and commit to:

- Foster a safe and respectful culture where individuals feel empowered and safe to speak up without fear of retaliation. This includes demonstrating the responsible use of power, ensuring non-discrimination, and actively promoting and modelling gender equality and respect, which contributes to preventing SEAH.
- Disseminate the GOAL PSEAH Policy to internal and external members.
- Ensure that adherence to the GOAL PSEAH Policy by all GOAL Members is mandatory and a contractual agreement.
- Include PSEAH in risk assessment, monitoring and reporting processes e.g. Risk Register.
- Develop organization-specific strategies to prevent and respond to incidents of SEAH at HQ which are led by the Global Safeguarding Advisor.
- Engage with stakeholders, in particular individuals, communities and governments with whom we work to address underlying root causes of SEAH.
- Commit to address inherent power dynamics within humanitarian and development partnerships through promotion of meaningful engagement with stakeholders, in particular individuals and governments with whom we work to address root causes of SEAH.

Furthermore, each country office will translate GOAL's PSEAH Policy commitments in the local national language to ensure that all GOAL Members can understand and adhere to it.

5.4. Safeguarding Focal Points:

All GOAL country programmes will have a designated Safeguarding Manager or Focal Point who will provide leadership in implementing GOAL's PSEAH Policy locally. They will report progress to their Senior Management Team on a regular basis.

6. Prevention

6.1. Safe Recruitment:

Human Resources will incorporate appropriate job responsibilities in relation to safeguarding and PSEAH in specific staff positions and will also ensure recruitment processes use thorough background checks and vet potential employees' attitudes towards PSEAH, in line with applicable laws.

All GOAL staff including employees, volunteers, secondees, and interns must sign an acknowledgement that they know, understand, and will follow this PSEAH Policy – see [Annex 4](#). Signed agreements should be kept on file by the relevant office.

6.2. Safe Partners, Suppliers, Contractors and Consultants:

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| <u>GOAL Partners</u> | GOAL requires its partners to have a PSEAH policy equivalent to GOAL's in place, as well as other core policies such as GOAL's Code of Conduct. Where required, GOAL can support partners to develop and employ core safeguarding policies equivalent to that of GOAL's. |
| GOAL Suppliers, Contractors, and Consultants | As part of the supplier registration process suppliers are asked if they accept GOAL's Supplier Code of Conduct, which contains specific PSEAH clauses. Supplier registration and management processes are detailed in section 3.4 of GOAL's Procurement Manual available on the Procurement SharePoint site . Where the GOAL Contractors, Suppliers, or Consultants do not accept GOAL's Code of Conduct they must have a PSEAH policy equivalent to GOAL's in place. |

6.3. Safeguarding Inductions and Trainings:

It is the shared responsibility of the Safeguarding Manager or Focal Point and the Human Resources Department where GOAL Members are stationed, to ensure that they receive the relevant induction and/or training on PSEAH:

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| GOAL Staff (Head Office and Field), including Employees, Volunteers, Secondees, and Interns | <ul style="list-style-type: none"> ▪ A Safeguarding induction, which includes PSEAH, within thirty (30) days of their employment. ▪ A Safeguarding training, which includes PSEAH, within the first three (3) months of their employment. ▪ Periodic refresher training at least every two (2) years or specific trainings to meet the needs of staff roles within the local context and its accompanying risks. |
| GOAL Partners | <ul style="list-style-type: none"> ▪ During contract/agreement signing for all high-risk partners, the milestone table will track each category of persons the partners interact with and ensure they receive a safeguarding awareness raising. |
| GOAL Suppliers, Contractors, and Consultants | <ul style="list-style-type: none"> ▪ High risk suppliers, who will be having direct contact with project participants and/or GOAL Members must complete a safeguarding induction, which includes PSEAH, prior to them starting delivery of a contract. Supplier registration and management processes are detailed in section 3.4 of GOAL's Procurement Manual available on the Procurement SharePoint site. Contractors or Consultants acting in a similar capacity to GOAL staff will be treated as such for training purposes. |
| GOAL Visitors and Board Members | <ul style="list-style-type: none"> ▪ All GOAL Visitors and Board Members must complete a Safeguarding induction, which includes PSEAH, before their visitation to a programme location takes place. |

6.4. Safe Programmes:

As an organisation committed to Safe, Accountable, and Inclusive Programming (SAIP), we place people at the centre of our programmes and ensure the safeguarding of children and adults. GOAL is fully accountable to those with whom we work. We are inclusive in our approaches to ensure that the barriers and mechanisms that prevent inclusion are understood and used to inform programming to support those facing exclusion to participate in and shape their societies and have equitable access to goods and services. We aim to ensure that children and adults are safe from deliberate or inadvertent actions and failings that place them at risk of exclusion, abuse, sexual exploitation, gender-based violence, injury and other harm. GOAL will:

- Continue to strengthen our programme design approach with guidelines and tip sheets to support programme employees in identifying and mitigating such risks in programme and implementation.
- Ensure that the people with whom we work are aware of and understand their rights and entitlements, and the behaviours they can expect from GOAL, and feel empowered and facilitated to report their concerns.
- Adapt and respond to the priorities, preferences and needs of our programme participants
- Engage, collaborate and partner with others that share our vision of Safe Accountable and Inclusive Programming to learn from and support one another.

6.5. Safe Engagement with Communities:

In order that community members and stakeholders are aware of established complaints and response mechanisms in GOAL projects and their right to be safe from abuse, exploitation, and harassment in GOAL's programmes, GOAL will:

- Work with both children and adults in the community to help them recognise prohibited and inappropriate conduct by GOAL Members, and to develop safe and context-based community response mechanisms by which children and adults can report general suggestions and any incidents of misconduct by GOAL Members.
- Provide information on how to report SEAH incidents or other breaches of our Code of Conduct by GOAL Members. This will be done through the dissemination of information education and communication materials and by conducting community consultations and briefings.

7. Reporting and Response

GOAL will ensure that safe, appropriate, and accessible means of reporting SEAH concerns are made available to GOAL Members and the communities with whom GOAL works. GOAL will also accept complaints from external sources such as members of the public and official bodies.

7.1. GOAL Members:

7.1.1. When to Report:

GOAL uses two levels to categorise Safeguarding Incidents, including SEAH incidents, which is based on the seriousness of the incident and GOAL's role. The categorisation of incidents aligns to GOAL's Complaints Feedback Mechanisms (CFM). Underreporting of SEAH incidents remains a challenge for the humanitarian sector. Therefore, when a GOAL Member develops concerns or suspicions regarding SEAH by another GOAL Member, whether in the same agency or not, they must report such concerns immediately and at a minimum within the following timeframes. We recognise that survivors of SEAH may face various barriers to reporting and the responsibility to report does not rest on the survivors themselves.



72 Hours - Category 5 Safeguarding Complaint

An issue, complaint, or disclosure relating to:

- **Verbal abuse** concerning GOAL Member, GOAL programme or activity, or GOAL partners.
- **One-off/first time harassment of a sexual nature** concerning GOAL Member, GOAL programme or activity, or GOAL partners.
- **Any form of abuse or exploitation** within GOAL's area of operation but unrelated to GOAL or GOAL Members, that GOAL becomes aware of.



24 Hours - Category 6 Safeguarding Complaint

An issue, complaint, or disclosure relating to:

- **Physical abuse** concerning GOAL Member, GOAL programme or activity, or GOAL partners.
- **Sexual abuse** concerning GOAL Member, GOAL programme or activity, or GOAL partners.
- **Sexual exploitation** concerning GOAL Member, GOAL programme or activity, or GOAL partners.
- **Child abuse and exploitation** concerning GOAL Member, GOAL programme or activity, or GOAL partners.
- **Repeated harassment** concerning GOAL Member, GOAL programme or activity, or GOAL partners.

7.1.2. How to Report:

GOAL Members can report SEAH concerns to GOAL via the following internal *or* external channels.

➤ Internal Reporting:

- **GOAL Safeguarding Focal Point:** For contact details of Safeguarding Focal Points refer to [GOAL Safeguarding SharePoint](#). If someone does not feel comfortable reporting to a GOAL Safeguarding Focal Point they may report to any other appropriate GOAL employee, for example, the GOAL Global Safeguarding Advisor; **and/or**
- **Speakup:** speakup@goal.ie. All complaints submitted via this email address go to GOAL's internal Complaints Response Group, which consists of the Complaint's Response Director, Global Investigations Team, and Global Safeguarding Advisor. Upon receipt, they are categorized as either Category 5 Safeguarding or Category 6 Safeguarding cases – see 7.1.1 [When to Report](#).
- **GOAL's Community Feedback Mechanism (CFM):** Local context-specific channels may be more appropriate for local partner staff, supplier or contractor. The CFM Teams will also refer the issue through the appropriate channels within GOAL.

➤ External Reporting:

- **Safecall:** goal@safecall.co.uk. All complaints submitted via this email address go to an independent whistleblowing inbox. For details about how GOAL Members can report externally through an independent whistleblowing hotline, see GOAL's [Whistleblowing Policy](#).

7.2. Communities with whom GOAL works:

Community members and stakeholders who have an SEAH complaint or concern relating to GOAL Members are encouraged to report it to one or more of the following channels:

- **Speakup:** speakup@goal.ie - GOAL's internal reporting mechanism.
- **Safecall:** goal@safecall.co.uk - GOAL's external reporting mechanism managed through an independent whistleblowing hotline.
- **GOAL Member:** Such as a GOAL employee in the field.
- **GOAL's Community Feedback Mechanism (CFM):** Local context-specific channels. The CFM Teams will also refer the issue through the appropriate channels within GOAL.

7.3. Confidentiality and Anonymity:

All SEAH concerns reported to GOAL will be treated in confidence. All matters raised, and the associated information will be kept secure, and in a manner that protects confidentiality and complies with GOAL's obligations under our Data Protection Policy. GOAL will also work to protect the identity of any person against whom a complaint is made. However, there may be exceptional circumstances (including where permitted or required by law) where the identity of the person making the disclosure may have to be revealed.

SEAH concerns expressed anonymously through the channels listed above in sections 7.1 and 7.2 will be treated seriously, and in accordance with this PSEAH Policy. GOAL respects the choice of anyone who wishes to remain anonymous. However, SEAH allegations are often more difficult to investigate when a complainant remains anonymous, and the outcome of an investigation can be affected. Therefore, while GOAL accepts anonymous complaints and respects the wishes of those who wish to remain anonymous, GOAL nonetheless encourages people making disclosures to share their contact details when reporting to enable a more effective response.

7.4. No Retaliation:

GOAL will not tolerate any form of retaliation against complainants reporting SEAH within GOAL. GOAL will take all reasonable action to the best of its capacity to protect complainants, survivors, and other witnesses from retaliation. GOAL will take action against anyone who seeks to carry out retaliatory action against complainants, survivors, other witnesses, or the subject of complaint of GOAL investigations. For GOAL employees, this may involve disciplinary action.

7.5. Response:

GOAL takes all concerns about SEAH very seriously. In response to reports or allegations of potential instances of SEAH, GOAL will:

- **Investigate Allegations:** Investigate allegations of SEAH involving GOAL Members in a timely and professional manner, encouraging all designated stakeholders to do the same. For more details about how internal investigations are conducted see the [Safeguarding Incident and Response Protocols](#).
- **Report to Authorities:** Reports may be made to relevant national authorities, such as law enforcement, health, or social welfare/protection agencies, in line with GOAL policies, procedures, and relevant laws and regulations. The specific authorities involved will depend on the nature of the case. For instance, it may include mandatory reporting, such as with child abuse cases. Except where reporting to authorities is mandatory, the consent of the survivor and/or the parent(s)/guardian(s) in the case of a child, should be obtained. It is important to recognise that in some contexts reporting may not be safe or feasible, for example where Gender-Based Violence is being used as a weapon of war. We are committed to applying a [survivor-centred approach](#) in such cases by prioritising the safety and protection of survivors.
- **Facilitate Access to External Support Services:** Support survivors, witnesses, and those subject to complaints by advising of options and assisting with referrals, where appropriate and with informed consent. This support may include medical care, legal assistance, and/or psychosocial support, tailored to the individual needs and following a [survivor-centred approach](#), regardless of whether an internal investigation occurs. A designated support person, such as a Safeguarding

Focal Point, will coordinate this. Where specialist services are not available in country, access to other services will still be offered, based on the survivor's preferences.

- **Use appropriate interviewing practices:** Use appropriate interviewing practices with survivors/complainants and witnesses, especially children, engaging professional investigators or experts as appropriate.
- **Take legal action:** Where required, take swift and appropriate legal action against staff and related personnel who commit sexual exploitation and/or abuse.
- **Address failure to report:** Take swift and appropriate action against those who were aware of sexual exploitation and/or abuse but did not report it.
- **Apply Disciplinary or Contractual Measures:** Apply appropriate disciplinary or contractual measures to GOAL Members found in breach of this PSEAH policy.

7.6. Survivor Centred Response:

A survivor centred response means prioritising the needs, safety, rights, and dignity of survivors of SEAH throughout the response. In practice this means that GOAL will:

- **Respect:** Treat survivors/complainants with respect, empathy, and without judgement or discrimination.
- **Confidentiality:** Ensure that survivors/complainants are only asked to share essential information needed to progress an investigation; that their information is only shared on a strictly need-to-know basis, and that the survivor/complainant provides informed consent to sharing of their information.
- **Safety and Support:** Assess the immediate and ongoing needs of survivors/complainants requiring protection or support. Offer access to appropriate support to survivors/complainants of harm caused by GOAL Members, regardless of whether a formal internal response is carried out (such as an internal investigation) and taking into account their diverse needs.
- **Active Participation:** Ensure that survivors are treated as active participants at all stages of the process, including decisions regarding their support, participation in an investigation, sharing of their information, and progress of an investigation. In the case of children (under 18) this should also happen in consultation with their parent(s)/guardian(s).
- **Trauma-Informed:** Take steps during the response to avoid causing additional harm. This includes carefully considering the risks involved and needs of survivors/complainants throughout the response process.

For more information refer to [GOAL's Guide for Supporting a Survivor of Sexual Exploitation or Abuse](#) (in the GOAL Safeguarding Investigator Toolkit 2022).

8. Risk Management

GOAL will audit its operations annually to ensure that PSEAH is being addressed correctly in four components:

- **Policy:** The GOAL PSEAH policy is applied in all GOAL country programmes and GOAL activities, it is easily accessible to all employees, and fully understood by all GOAL Members.
- **Procedures:** Systems are in place to reduce risks of abuse, rumours and the possibility of harm.
- **People:** Employees are recruited, managed and work in an environment that addresses PSEAH through support, training, information and response.

- **Accountability:** Systems are in place to receive and respond to concerns, and to recognize and limit risks.

9. Non-compliance

Any concern regarding SEAH or suspicion of SEAH or a breach of this GOAL PSEAH Policy, at any level, is treated with the utmost seriousness by GOAL. GOAL will apply appropriate disciplinary measures or contractual measures to GOAL Members found in breach of this policy, up to and including termination of employment or contractual engagement.

GOAL appreciates that cases of SEAH can be exceptionally difficult to discover and/or prove. Complainants/survivors of SEAH often face enormous social and cultural barriers to reporting. In many cases, alleged perpetrators may wield power or position over their victims, and/or live-in close proximity to them. GOAL recognises that these factors may interfere with any investigation into cases of SEAH. GOAL also recognises the significant damage that can be caused by malicious or unfounded accusations and will endeavour to provide protection for employee who may be wrongly accused.

Appendix 1: GOAL Safeguarding Policies

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| <p><u>GOAL Child and Adult Safeguarding Policy</u></p> | <p>Serves as the umbrella policy, covering all forms of harm and abuse towards GOAL Members, project participants, and the communities with whom GOAL works, arising from conduct of GOAL Members or the design and implementation of GOAL’s programmes and activities.</p> |
| <p>GOAL PSEAH Policy</p> | <p>Specifically focuses on preventing and responding to sexual exploitation, abuse, and harassment arising from the conduct of GOAL Members, both within the workplace and toward participants in GOAL programmes and activities, and communities with whom GOAL works.</p> |
| <p><u>GOAL Child Protection Policy</u></p> | <p>Addresses all forms of child abuse affecting any child in GOAL programmes and activities, or in the communities with whom GOAL works, that does not involve GOAL Members.</p> |
| <p><u>GOAL Code of Conduct</u></p> | <p>Outlines the conduct expected by all GOAL Members.</p> |

Appendix 2: GOAL Definitions

KEY DEFINITIONS

- **Protection from Sexual Exploitation, Abuse, and Harassment (PSEAH):** This term is used by the humanitarian and development community to refer to the prevention and response to sexual exploitation, abuse, and harassment, committed by members of its own organisation – see [GOAL Members](#).
- **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.
 - Examples within the context of this PSEAH Policy would include but are not limited to GOAL Members demanding sexual acts in exchange for assistance, offering assistance in exchange for sexual acts, withholding or threatening to withhold assistance in exchange for sexual acts, hiring programme participants for commercial sex work (even if it's legal in the respective country); profiting monetarily, socially or politically from the sexual exploitation of another person online, typically without their consent; and [trafficking](#) project participants for the purpose of sexual exploitation.
- **Sexual abuse:** The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
 - Examples within the context of this PSEAH Policy would include but are not limited to any sexual activity between a GOAL Member with a child (under 18 years old); sexual assault, rape or attempted rape, molestation, forced marriage; taking, possessing, distributing, or sharing sexual images or videos without consent, and other forms of non-consensual sexual activity or behaviour online or in-person by a GOAL Member.
- **Sexual harassment:** Any form of unwanted verbal, non-verbal or physical conduct of a sexual nature which has the purpose or effect of violating a person's dignity and creating an intimidating, hostile, degrading, humiliating or offensive environment for the person.
 - Examples within the context of this PSEAH Policy would include but are not limited to a GOAL staff member commenting on a colleague's physical attributes in a sexual manner, repeatedly propositioning them for dates, and/or repeatedly sending unsolicited sexual images or messages online despite being asked to stop.

- **Abuse:** Any action that intentionally or unintentionally harms or injures another person. In many cases, it is characterised by unbalanced power relationships between stakeholders (the abuser and the survivor).
- **A disclosure:** A specific allegation of abuse made against a named or unnamed individual(s) or organisation.
- **GOAL:** Includes GOAL, GOAL (International), and all GOAL branches and/or liaison offices in programme countries and any subsequent subsidiaries/affiliates incorporated from time to time.
- **GOAL Board:** Includes GOAL 's Board of Directors and GOAL UK (International) (trading as GOAL UK) Board of Directors
- **GOAL Members:**
 - all board members/trustees, board committee members/advisory board members, and company members of [GOAL](#)
 - all GOAL staff (Head Office and Field), including employees (GOAL staff having legal contract in place), secondees, interns, and volunteers
 - all suppliers, contractors, or consultants (including internal consultants with a GOAL email address)
 - all GOAL partners (i.e. those entering into partnership agreements with GOAL, and GOAL (International))
 - all GOAL visitors (all visitors to any of GOAL's programming operations, namely those acting as representatives of donors and funding partner organisations (e.g. universities, INGOs, corporates), guest visitors, and/or all people associated with GOAL programming)
- **Suspicion:** When a concern is expressed about abuse that may have taken or may take place.
- **Trafficking in Persons:** The recruitment, transportation, transfer, harbouring or receipt of persons, by means of threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Unlike trafficking of adults, child trafficking does not require the use of force, coercion, abduction, fraud or deception; any act that involves the recruitment of a child for exploitation is considered trafficking. This includes situations where children are exploited in labour, sexual exploitation, or used in armed conflict.
- **Survivor:** The person who has been abused or exploited. The term 'survivor' is often used in preference to 'victim' as it implies strength, resilience, and the capacity to survive. However, it is the individual's choice how they wish to identify themselves.
- **Sensitive cases:** Cases where individuals or groups are harmed, discriminated against, exploited, or neglected by individuals. GOAL uses two levels of Safeguarding Incidents to determine GOAL's response, which is based on the seriousness of the incident and GOAL's role. These categorisations of incidents align to GOAL's Complaints Feedback Mechanism. For details about what constitutes a Category Five and Category Six safeguarding case see [7. Reporting](#).

Annex 1: Flowchart of Reporting Sensitive Cases

[Click here](#) for the flowchart which illustrates process for reporting of Sensitive Cases.

Annex 2: Serious Wrongdoing Report Form

[Click here](#) for the Serious Wrongdoing Report Form for Safeguarding.

Annex 3: GOAL Code of Conduct

[Click here](#) for the GOAL Code of Conduct.

Annex 4: Sign Form – GOAL Staff

I acknowledge the receipt of GOAL’s Protection from Sexual Exploitation, Abuse, and Harassment (PSEAH) Policy (Version 3).

I have read the policy, I understand it, and I accept the contents therein as part of my terms of employment with GOAL.

Name: _____

Signature: _____

Date: _____