ATPS SEXUAL EXPLOITATION, ABUSE, AND HARASSMENT (SEAH) POLICY 2015

This policy aims to prevent SEAH, support survivors, and hold perpetrators accountable.

ATPS SEXUAL EXPLOITATION, ABUSE, AND HARASSMENT (SEAH) POLICY 2015

African Technology Policy Studies Network (ATPS)

The Chancery, 8th Floor, Valley Road

P. O. Box 10081-00100, Nairobi, Kenya

Email: executivedirector@atpsnet.org

Phone No: +254-202714092

Date: January, 2015

Introduction and Rationale

The African Technology Policy Studies Network (ATPS) is dedicated to promoting the generation, dissemination, and application of science, technology, and innovation (STI) for African development, environmental sustainability, and global inclusion. A key component of our commitment to fostering an inclusive and sustainable environment is ensuring the safety and dignity of all individuals associated with ATPS. Sexual exploitation, abuse, and harassment (SEAH) are severe violations of fundamental human rights and undermine our mission. This policy aims to prevent SEAH, support survivors, and hold perpetrators accountable.

Definition of Key Terms

- **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.

- **Sexual Harassment:** Any unwelcome sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature that creates an intimidating, hostile, or offensive environment.

- **Survivor/Victim:** A person who has been sexually exploited, abused, or harassed.

- **Perpetrator:** A person who commits an act of sexual exploitation, abuse, or harassment.

- **Whistleblower:** A person who reports information or activities that they believe to be unethical or illegal.

Goals and Objectives

Goals

1. **Prevent SEAH:** Establish a zero-tolerance culture towards SEAH and implement preventive measures.

2. **Support Survivors:** Provide comprehensive support to survivors of SEAH.

3. **Ensure Accountability:** Hold perpetrators accountable and enforce consequences for SEAH.

4. **Foster a Safe Environment:** Create a safe and respectful environment for all staff, partners, and stakeholders.

Objectives

1. **Establish Clear Guidelines:** Develop and enforce clear guidelines and procedures for preventing and addressing SEAH.

2. **Raise Awareness:** Conduct regular training and awareness campaigns on SEAH.

3. **Encourage Reporting:** Create a safe and confidential reporting mechanism for SEAH.

4. **Provide Support Services:** Offer medical, psychological, and legal support to survivors.

5. **Implement Disciplinary Actions:** Apply appropriate disciplinary measures against perpetrators of SEAH.

6. **Promote Collaboration:** Work with stakeholders to uphold the highest standards of conduct.

Policy Framework

Preventive Measures

- **Code of Conduct:** All staff, partners, and stakeholders must adhere to the ATPS Code of Conduct, which explicitly prohibits SEAH.

- **Background Checks:** Conduct thorough background checks on all prospective employees and partners to prevent individuals with a history of SEAH from being hired or engaged.

- **Training Programs:** Implement mandatory SEAH training for all employees, including senior management, to raise awareness and promote understanding of SEAH issues.

- **Safe Recruitment Practices:** Ensure that recruitment processes are transparent and free from bias or favoritism, particularly concerning gender.

Reporting Mechanisms

- **Confidential Reporting Channels:** Establish secure and confidential reporting mechanisms, including a hotline and an online platform, for individuals to report SEAH incidents.

- **Whistleblower Protection:** Ensure that whistleblowers are protected from retaliation and that their reports are handled with the utmost confidentiality.

- **Anonymous Reporting:** Allow for anonymous reporting to encourage individuals who may fear retribution to come forward.

Support for Survivors

- **Immediate Assistance:** Provide immediate medical and psychological assistance to survivors of SEAH.

- **Counseling Services:** Offer ongoing counseling and support services to help survivors cope with the trauma and facilitate their recovery.

- **Legal Assistance:** Provide legal support and guidance to survivors who wish to pursue legal action against perpetrators.

- **Safe Spaces:** Create safe spaces within ATPS offices and project sites where survivors can receive

support without fear of further harm.

Investigation and Accountability

- **Investigation Procedures:** Develop and implement clear procedures for investigating SEAH allegations, ensuring that investigations are conducted promptly, thoroughly, and impartially.

- **Independent Oversight:** Where necessary, involve independent external bodies to oversee investigations and ensure objectivity.

- **Disciplinary Measures:** Apply strict disciplinary measures, including termination of employment and legal action, against individuals found guilty of SEAH.

- **Transparency:** Communicate the outcomes of SEAH investigations to the relevant parties while respecting the privacy and confidentiality of those involved.

Implementation Strategy

- **Leadership Commitment:** Ensure that ATPS leadership is committed to upholding and enforcing the SEAH policy.

- **Resource Allocation:** Allocate necessary resources, including funding and personnel, to support SEAH prevention and response initiatives.

- **Policy Integration:** Integrate SEAH prevention and response measures into all aspects of ATPS operations and decision-making processes.

- **Continuous Improvement:** Regularly review and update the policy to reflect evolving best practices and emerging threats.

Monitoring and Evaluation

Monitoring

- **Regular Audits:** Conduct regular audits to ensure compliance with SEAH policies and procedures.

- **Feedback Mechanisms:** Implement feedback mechanisms to gather input from staff, partners, and stakeholders on the effectiveness of SEAH measures.

- **Performance Indicators:** Develop and track performance indicators related to SEAH prevention and response efforts.

Evaluation

- **Annual Reviews:** Conduct annual reviews of the SEAH policy and its implementation to identify areas for improvement.

- **Impact Assessment:** Assess the impact of SEAH prevention and response initiatives on the organizational culture and the safety of staff, partners, and stakeholders.

- **Stakeholder Engagement:** Engage with stakeholders, including survivors, to evaluate the effectiveness of support services and reporting mechanisms.

Scope of Application

This policy applies to all regular and contractual staff of ATPS, as well as partners and stakeholders involved in ATPS operations and activities. Compliance with this policy is mandatory, and any breaches will be addressed promptly and decisively.

Conclusion

The ATPS Policy on Sexual Exploitation, Abuse, and Harassment underscores our commitment to maintaining a safe and respectful environment for all individuals associated with ATPS. By fostering a culture of zero tolerance towards SEAH, implementing robust preventive measures, providing comprehensive support to survivors, and ensuring accountability, ATPS aims to uphold the highest standards of conduct and contribute to sustainable development and innovation.

Science Technology and Innovation for African Development

African Technology Policy Studies Network (ATPS)

Contact Executive Director:
executivedirector@atpsnet.org
8th Floor Chancery Building,
Valley Road

P. O. Box 10081-00100, Nairobi
Tel: +254 (020) 2714092
www.atpsnet.org