

COMMITMENTS

TO PREVENT AND RESPOND TO SEXUAL MISCONDUCT IN THE DANISH CIVIL SOCIETY SECTOR

WE WILL NOT TOLERATE

Sexual harassment, exploitation and abuse (hereafter sexual misconduct) will not be tolerated. All employees as well as other stakeholders are to be held accountable for their own behaviour and have responsibility to report sexual misconduct. Impunity within the sector is to be replaced with effective procedures to prevent further trauma for survivors and damage to organisations.

EASY AND SAFE TO REPORT

All organisations have systems in place to secure confidentiality and non-retaliation. Complaint systems must include acceptance and processing of anonymous reports. Complaint systems are to include the possibility for the complainant to report directly to the headquarter or another person trusted by the survivor.

SURVIVORS FIRST

Cases should be handled with great sensitivity to the survivors in terms of privacy and take into account if existing cultural understandings or contexts entail that a case can trigger harmful reactions against the involved survivors. It should be kept in mind that perpetrators also have privacy rights. Organisations should have access to trained investigators, who can accommodate the needs of the parties involved. Investigators are to follow clearly defined standards of professionalism. There are to be clearly prescribed and transparent procedures and time-frames for investigation.

ETHICS IN OUR ACTIONS

All forms of transactional sex, sex with beneficiaries and sexual activity with children is to be prohibited for all employees. Sexual activity between staff members and implementing partners are to be discouraged.

RESPONSIBLE PARTNERSHIPS

Sexual activity in combination with unequal power dynamics is inherently resting on an unequal power balance. We must strive to eliminate sexual activity in relations which rest on an unequal power balance between staff members in our partner organisations. These commitments should be implemented in partnership with implementing and local partners globally.

LEAD BY EXAMPLE

Progressive leadership is a way to prevent sexual misconduct. Organizational culture must be equal and fair to everyone and should promote an inclusive, non-discriminatory and gender-balanced work environment. Organisations must strive to build a culture supportive of reports being submitted if any sexual misconduct is experienced or observed within organisations.

ACCESSIBILITY

Information about rights, policies and complaint mechanisms are essential and should be easily accessible for everyone. This includes having whistle-blower protection policies, complaint mechanisms and policies in multiple languages and a variety of ways to report. Policies and guidelines, at the minimum the Code of Conduct, need to be publicly accessible in all the working languages of the organisation.

A CODE OF CONDUCT THAT WORKS

Every organisation must have a Code of Conduct outlining the appropriate behaviour in regard to experiencing, witnessing or receiving a report of sexual misconduct, so that employees know what to expect and how to react. The organisation must continuously ensure that these policies are well understood and implemented throughout all activities and projects. Any breach of the Code of Conduct will cause a disciplinary procedure and, there should be clear procedures for involving and informing other stakeholders, hereunder the police if the case is of criminal nature, while protecting the survivor involved in light of any potentially harmful cultural understandings or contexts.

HIRING THE RIGHT STAFF

Employer branding, job advertisements, job interviews and screenings should include a focus on behavioural expectations and preventing sexual misconduct, to ensure a healthy organisational culture and send a clear signal that these issues are a priority in our organisations.

It is the responsibility of every organisation to make screenings of candidates prior to hiring, which should strive to include professional references that are satisfactory for the organisation looking to employ.

TRAINING TO RAISE AWARENESS

Trainings should at a minimum cover the Code of Conduct but should strive to include security, child safeguarding, reporting practices and staff's role in prevention of sexual misconduct. The trainings should reach employees at all levels including headquarter staff, national employees, and, if possible, volunteers, partners and community members at least once a year. It should be available in multiple of relevant languages, through video material or e-learning courses, if not given face-to-face.

COMMUNITY INTEGRATION

Response programs and complaint mechanisms should be developed and implemented in collaboration and/or consultation with local services, networks and leadership. This is to ensure a sustainable prevention program that answers the needs of the local community.