



POLICY ON PREVENTING AND ADDRESSING SEXUAL EXPLOITATION, ABUSE AND HARASSMENT (SEAH)

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Background

The West African Alcohol Policy Alliance (WAAPA) is committed to maintaining a work environment and programmatic operations free from sexual exploitation, abuse, and harassment (SEAH). We uphold a zero-tolerance policy towards any form of SEAH and are dedicated to fostering a culture of respect, accountability, and integrity in all our engagements.

Purpose

This policy aims to:

1. Prevent SEAH in all WAAPA-related activities.
2. Provide a clear framework for addressing SEAH allegations.
3. Ensure accountability and appropriate consequences for violations.
4. Support and protect survivors and witnesses who come forward with complaints.

Scope

This policy applies to all WAAPA staff, Structures, national alliances, board members, members, board advisors, partners, consultants, volunteers, contractors, and any individuals engaged in WAAPA-related activities.

Definitions

The term "sexual misconduct" is an umbrella term encompassing all forms of prohibited sexual behavior by WAAPA staff, structures, national alliances board members, members, board advisors, partners, consultants, volunteers, contractors, or collaborators toward colleagues or members of the public in locations where WAAPA operates. It includes, but is not limited to, sexual exploitation, sexual abuse, and sexual harassment.

Sexual Exploitation

The 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 person.

Sexual Abuse

The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Forms of Sexual Exploitation and Abuse Include:

1. Rape, attempted rape
2. Forced prostitution, trafficking for sexual exploitation
3. Child pornography, child prostitution, sexual slavery
4. Forced marriage, forced pregnancy, forced abortion
5. Forced sterilization, forced nudity, forced virginity testing
6. Sexual torture, sexual mutilation
7. The use or threat of using electronic images or videos of a sexual nature for coercion, duress, or abuse of power

Sexual Harassment

Any unwelcome conduct of a sexual nature that might reasonably be expected or perceived to cause offense, humiliation, or distress. This includes actions that interfere with work, create an intimidating, hostile, or offensive work environment, or are made a condition of employment. Sexual harassment may involve verbal, non-verbal, or physical conduct, including written and electronic communications, and can occur between persons of the same or different genders.

Examples of Sexual Harassment Include:

1. Unwelcome sexual advances
2. Sharing or displaying sexually inappropriate objects, materials, or videos in any format
3. Sending sexually suggestive communications in any form
4. Sharing sexual or vulgar anecdotes or jokes
5. Making inappropriate sexual gestures
6. Unwelcome touching, including pinching, hugging, or purposefully brushing up against another person
7. Stalking, sexual suggestions, asking for sexual favors, or repeatedly asking a person for dates, even after refusal
8. Sexual commodification
9. Making derogatory or demeaning comments about a person's sexual orientation or gender identity
10. Sending unsolicited gifts of a romantic or sexual nature
11. Technology-assisted voyeurism, including cyber-stalking or social media harassment of a sexual nature

Categorization of Sexual Misconduct

Category	What?	Who is Affected	Examples
Sexual Exploitation	Abuse of vulnerability, differential power, or trust for sexual purposes, where the victim's sexual activity generates benefits for the perpetrator.	WAAPA members and the communities we serve.	Offering money, gifts, or aid in exchange for sex, withholding due services as blackmail for sex, hiring prostitutes, threats of sexual exploitation.
Sexual Abuse	Physical intrusion or conduct of a sexual nature through force or coercion.	WAAPA members and the communities we serve.	Rape, attempted rape, any sexual activity with a child, threats of unwanted sexual acts.
Sexual Harassment	Any unwelcome advance or conduct of a sexual nature that creates an intimidating environment or becomes a condition of employment.	WAAPA members and staff.	Unwanted kissing, touching, grabbing, or rubbing, speaking inappropriately to colleagues at work, making sexual jokes, sending explicit messages.

Minimum Operating Standards

WAAPA upholds a zero-tolerance policy for sexual exploitation, abuse, and harassment (SEAH). These standards align with internationally recognized legal frameworks to ensure a safe and respectful work environment for all staff, collaborators, and beneficiaries.

Sexual Misconduct: Any form of sexual misconduct by WAAPA staff, structure, national alliances board members, members, board advisors, partners, consultants, volunteers, contractors, or collaborators is strictly prohibited. Any confirmed act of sexual misconduct will result in disciplinary action, including immediate termination, reporting to relevant authorities, and inclusion in applicable screening databases.

Sexual Activity with Children (Persons under the age of 18): Sexual activity with anyone under 18, regardless of local age of consent laws, is prohibited. A

mistaken belief about a child's age is not a defense. Any violation will lead to summary dismissal and legal action in accordance with national and international child protection laws.

Exchange of Money, Employment, Goods, or Services for Sex: Any form of transactional sex, including the exchange of money, employment, goods, or services for sexual favors, is strictly forbidden. Employees or collaborators found engaging in such acts will be immediately dismissed and permanently barred from working with WAAPA.

Sexual Relationships with Beneficiaries: Any sexual relationship between WAAPA staff or collaborators and individuals benefiting from WAAPA's presence or services, where an imbalance of power exists, is prohibited. Such relationships will result in disciplinary measures, including potential termination.

Reporting and Response Mechanism

1. Reports of SEAH can be made through designated confidential channels.
2. WAAPA will ensure a thorough, timely, and fair investigation of all complaints.
3. Survivors will be provided with support services, including medical, legal, and psychosocial assistance.
4. Disciplinary actions, including termination or legal action, will be taken against perpetrators.
5. Reporting Contact: To report any SEAH-related concerns, please send your report to info@waapalliance.org. All reports will be handled with strict confidentiality and non-retaliation protections.

Commitment to Prevention

WAAPA is committed to preventing SEAH through training, awareness programs, and strict adherence to ethical standards. Supervisors at all levels are responsible for ensuring compliance and fostering a safe work environment. Continuous monitoring, mandatory training, and reinforcement of ethical guidelines will be implemented to ensure compliance.

These standards are binding for all WAAPA staff, Structures, national alliances, board members, members, board advisors, partners, consultants, volunteers,

contractors, collaborators, and associated personnel. Any violations will result in serious consequences, ensuring that WAAPA remains a safe and professional environment for all. WAAPA is committed to ensuring a safe and respectful environment for all individuals involved in our mission. By adopting and enforcing this policy, we affirm our dedication to eradicating SEAH and fostering a culture of dignity and respect.



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