
POLICY ON PREVENTING SEXUAL EXPLOITATION AND ABUSE

SaniTap is committed to preventing sexual exploitation and abuse (SEA) in all aspects of our operations. We recognize that SEA can have devastating effects on the individuals involved, our organization, and the communities we serve. We are committed to creating a safe and secure environment for all individuals, and we take all reports of SEA seriously.

Definition of Sexual Exploitation and Abuse: Sexual exploitation and abuse refer to any behavior by a staff member, contractor, or partner that is of a sexual nature and involves any form of coercion, force, threat, or deception. This includes but is not limited to sexual harassment, sexual assault, rape, and any other form of sexual misconduct. It also includes the exploitation of power imbalances, such as exchanging goods or services for sexual favors, using job-related threats or promises, or engaging in any form of sexual activity with a vulnerable individual.

Prevention of Sexual Exploitation and Abuse: SaniTap is committed to preventing SEA in all aspects of our operations and will take all necessary measures to prevent, detect, and respond to any incidents of SEA. We promote SEA prevention through the following measures:

1. Creating and enforcing a code of conduct that explicitly prohibits SEA and establishes consequences for anyone who engages in it.
2. Conducting background checks on all staff, contractors, and partners, including verifying past employment, references, and qualifications, to ensure that we are hiring individuals who share our values and commitment to preventing SEA.
3. Implementing robust safeguarding procedures, including clear reporting channels, grievance process, risk assessments, and incident management protocols.
4. Conducting reasonable monitoring and supervision of our staff, contractors, and partners, including site visits and spot-checks, to ensure that our policies and procedures are being followed.

Reporting and Response to Sexual Exploitation and Abuse: SaniTap has a zero-tolerance policy towards SEA and will take all reports of SEA seriously. Any staff member, contractor, or partner who experiences or witnesses SEA should report the incident immediately through our grievance process or to their supervisor, manager or a director. Reports of SEA will be treated with the utmost confidentiality and will be investigated promptly and thoroughly. We will take appropriate disciplinary action against anyone found to have engaged in SEA, up to and including termination of employment or termination of our business relationship. We will also provide support and assistance to anyone who has experienced SEA and will cooperate fully with any law enforcement investigations.

Reporting of any suspicions of Sexual Exploitation and Abuse should be reported, in confidence, to the SaniTap Grievance Officer and sent via email to confidential_grievance@sanitap.org with the subject line 'Suspicion of Sexual Exploitation and Abuse.'