

DECLARATION REGARDING SEXUAL EXPLOITATION AND ABUSE

KEGED is strictly committed to prevent any sexual exploitation and abuse of women and children and adheres to the 6 core principles relating to sexual exploitation:

- 1.**Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment and if applicable prosecution by the judicial authorities of the Republic of Turkey.
- 2.**Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief regarding the age of a child is not a defence.
- 3.**Exchange of money, employment, goods, or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour is prohibited. This includes exchange of assistance that is due to beneficiaries.
- 4.**Any sexual relationship between those providing humanitarian assistance and protection and a person benefitting from such humanitarian assistance and protection that involves improper use of rank or position is prohibited. Such relationships undermine the credibility and integrity of humanitarian aid work.
- 5.**Where a humanitarian worker develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same agency or not, he or she must report such concerns via established agency reporting mechanisms.
- 6.**Humanitarian workers are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Managers at all levels have particular responsibilities to support and develop systems which maintain this environment.



KEGED staff and affiliates are expected to uphold the dignity of all people with whom they come into contact by ensuring that their personal and professional conduct is of the highest standards at all times. They are equally expected to serve with integrity and promote the right relationships while taking their responsibilities. KEGED recognises the unique needs of children and vulnerable adults and, therefore, commits itself to creating and maintaining an environment that protects these individuals.

KEGED will handle complaints regarding possible sexual exploitation and abuse, whether in the head office, within the team or in the field, with utmost diligence. When KEGED staff members or affiliates develop concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, they must report this to the special advisor designated by KEGED, who can be reached on a separate email address which is only used for complaints. The special advisor contacts the board of KEGED in case of suspicions of a serious breach of the code of conduct. The competent judicial authorities will be informed in case the incident is supposed to be a breach of the law. Disciplinary measures will be taken in case of abuse of this complaint mechanism.

