Right to Life Human Rights Centre (R2L) Policy on Protection from Sexual Exploitation and Abuse (PSEA)

1. Declaration and Purpose

The Right to Life Human Rights Centre (R2L) implements a **"Zero Tolerance"** policy regarding **Sexual Exploitation and Abuse (SEA)**. As an organization committed to protecting human rights, it is our responsibility to safeguard all individuals connected through our programs, advocacy campaigns, and institutional practices, especially beneficiaries, vulnerable groups, and organizational members.

The objectives of this policy are:

- To clearly define the standards of conduct that must be adhered to by all R2L staff and affiliated parties.
- To establish a formal mechanism for the prevention of and response to sexual exploitation and abuse.
- To consider this policy as an addition to the existing clauses mentioned in the organization's administrative and human resources policy documents.

2. Commitment and Scope

This policy applies to the **Board of Directors, staff, volunteer members, contractors, and any other party representing the organization**.

The R2L organization **formally assures in writing** that it fully agrees to these standards of conduct, which are consistent with internationally recognized legal norms and standards identified globally as behaviors that are contrary to human rights and unacceptable.

3. Core Standards of Conduct

Sexual exploitation and sexual abuse are considered acts of serious misconduct, and these behaviors are **strictly prohibited**:

- **Prohibition of Sexual Activity with Children:** Sexual activity with any person (a child) under the age of **18** is prohibited. A mistaken belief regarding the age of a child or consideration of the local age of consent cannot serve as a defense to avoid accountability.
- **Prohibition of Exploitation:** The **exchange of money, employment, goods, or services** for sexual favors or other forms of humiliating, degrading, or exploitative behavior is prohibited. This includes the exchange of assistance that is due to beneficiaries of aid.

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- **Relationships Based on Unequal Power Dynamics:** Sexual relationships between R2L staff and beneficiaries of aid or services are **strongly discouraged**. This is because they are internally based on **unequal power dynamics**.
- **Reporting Obligation:** If any staff member or affiliated party develops a **concern or suspicion** regarding sexual exploitation or abuse, they are **obligated to report** it through the established reporting mechanisms.
- **Environment of Prevention:** All staff are bound to **create and maintain an environment** that prevents sexual exploitation and abuse.

4. Reporting and Complaints Mechanism Related to Sexual Exploitation or Abuse

R2L adopts a **victim-centered** approach in reporting, investigating, and resolving complaints regarding sexual exploitation or abuse.

- **Reporting Channels:** Complaints can be directed to the following parties:
  - The organization's **Executive Director** or **Human Resources Manager**.
  - The **PSEA Coordinator** (a designated officer within the organization).
- **Confidentiality and Safety:** During the examination of complaints, action will be taken **as quickly as possible**. The **safety and privacy** of the complainant and the victim must be prioritized. All information will be kept **highly confidential**.
- **Disciplinary Action:** If allegations of sexual exploitation or abuse are substantiated, they will be considered a serious misconduct, and disciplinary measures, **including summary dismissal**, will be taken.
- **Legal Referral:** If the allegation constitutes a **crime** under the country's law, the aggrieved party is encouraged to **seek legal redress**.

5. Training and Awareness

All staff, volunteer members, and relevant contractors:

- Must receive training on the PSEA policy and standards **annually** and when joining as new employees.
- Must **formally sign in writing** that they have read, understood, and agreed to comply with the policy.

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Appendix 1: Protection from Sexual Exploitation and Abuse (PSEA) Policy Acceptance Form

Right to Life Human Rights Centre (R2L)

1. Employee/Member Information

Name (Sinhala)	
Name (English)	
Designation/Role	
Identity Card Number	
Date	

2. Policy Acceptance Declaration

I, the undersigned, as an employee/volunteer member/contractor of the Right to Life Human Rights Centre (R2L), hereby certify that I have read, understood, and am bound by the following:

- **PSEA Policy Understanding:** I have read the **Right to Life Human Rights Centre's (R2L) Policy on Protection from Sexual Exploitation and Abuse (PSEA)** and fully understand its content and the **internationally recognized standards of conduct**.
- **Compliance:** I agree to comply with all standards of conduct mentioned in this policy and will not engage in any act of sexual exploitation or abuse.
- **Training:** I am committed to successfully completing the **mandatory training** provided by R2L regarding this policy and standards.
- **Reporting Obligation:** I acknowledge that it is my responsibility to **report immediately and confidentially** through the reporting mechanisms established by the organization if I have any suspicion or concern regarding a violation or attempted violation of PSEA during my service.
- **Disciplinary Action:** I understand that violating this policy is considered a serious misconduct, and I am subject to any disciplinary action R2L may take, **including summary dismissal**, against it.

3. Signatures

Employee/Member Signature	
On behalf of R2L (HR Manager/Executive Director)	

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