

PUTTING SURVIVORS FIRST: A PATHWAY TO ACTION

DELIVERING A VICTIM/SURVIVOR-CENTRED APPROACH TO PROTECTION FROM SEXUAL EXPLOITATION, ABUSE AND HARASSMENT IN THE AID SECTOR

VICTIMISATION



- KEY RECOMMENDATIONS:**
- Collect and analyse data on patterns of SEAH perpetration
 - Work with trusted community intermediaries
 - Engage crisis-affected populations in understanding risks

KNOWLEDGE OF RIGHTS



- KEY RECOMMENDATIONS:**
- Base communications on communities' own knowledge and language
 - Use varied communication methods beyond written materials
 - Ensure messaging resonates with the local context

DISCLOSURE AND REPORTING



- KEY RECOMMENDATIONS:**
- Don't place the burden of reporting solely on victims/survivors
 - Recognize disclosures can come through any channel
 - Work with trusted community intermediaries
 - Train all staff on handling disclosures
 - Ensure reporting mechanisms are designed with community input



REFERRAL TO SUPPORT SERVICES



- KEY RECOMMENDATIONS:**
- Map available support services before cases arise
 - Proactively assist access to services at the victim's/survivor's pace
 - Always refer child cases to appropriate services
 - Regularly update service mappings



CASE MANAGEMENT



- KEY RECOMMENDATIONS:**
- Treat each victim/survivor as unique
 - Design systems considering vulnerable groups
 - Obtain informed consent before proceeding
 - Be transparent about processes
 - Provide support for as long as needed

INVESTIGATION



- KEY RECOMMENDATIONS:**
- Consider if investigation is necessary or if other resolutions exist
 - Obtain informed consent from the victim/survivor
 - Use trained investigators with a trauma-informed approach
 - Allow victim/survivor support person during process
 - Collaborate with trusted community structures



ORGANISATIONAL DECISION-MAKING



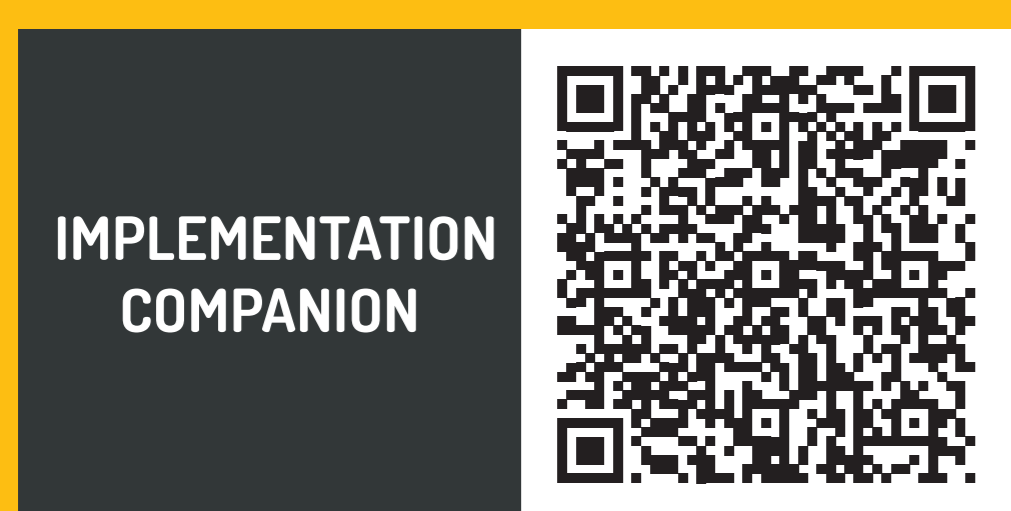
- KEY RECOMMENDATIONS:**
- Make decisions in the best interest of the victim/survivor, not the organisation
 - Ensure disciplinary outcomes for perpetrators are consistent and transparent
 - Share anonymised case data publicly for accountability
 - Protect whistleblowers from retaliation
 - Maintain clear policies on disclosure of malpractice and ensure they are upheld

REDRESS & COMPENSATION



- KEY RECOMMENDATIONS:**
- Commit to administrative and legal obligations for redress
 - Support survivor's wishes for type of redress when possible
 - Facilitate legal aid for criminal cases
 - Consider financial compensation similar to other workplace harms

TO FIND OUT MORE SCAN THE QR CODES



IMPLEMENTATION COMPANION



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