

PREVENTION OF SEXUAL EXPLOITATION, ABUSE AND HARASSMENT POLICY

This policy is applying within Transparency International Romania current activities that take place at its headquarters or remote and this policy concerns all the persons that interact with Transparency International Romania, regardless of whether the nature of the interaction is work-related, organizational-related or residential-related.

Purpose of the policy

Transparency International Romania does not tolerate sexual exploitation, abuse and harassment and is committed to promoting a culture where people are treated with dignity and respect, both in the workplace and in projects and programmes conducted or coordinated and carried out by Transparency International Romania.

This policy applies to anyone working for and under any form of contract or agreement with Transparency International Romania.

The policy is applicable regardless of the location and the context in which the aforementioned persons are.

Definitions

This policy denounces and proposes measures against sexual exploitation, abuse and harassment. According to the legislation in force at the national and international level, as well as according to the United Nations Organization, when we refer to these concepts we mean the following:

Sexual exploitation – any actual or attempted abuse of a position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, pursuit of personal sexual gratification and profiting monetarily, socially or politically from the sexual exploitation of another.

Sexual abuse - any actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions or when a person is incapable of giving consent or resist.

Sexual harassment – any unwelcome sexual advance, request for sexual favors, verbal or physical conduct or gesture of a sexual nature, or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment.

Core principles and enforcement

Transparency International Romania' management and employees shall create and maintain an environment that prevents sexual abuse, exploitation or harassment.

Deviant behaviors from this point of view will be addressed and remedied in the shortest possible time, using legal methods provided for in the legislation in force at national and international level.

This policy will be implemented fairly and in accordance with the Code of Conduct and the other policies and procedures assumed and implemented by Transparency International Romania.

Reporting

Any notifications and information will be sent to the Executive Director of Transparency International Romania, who will keep the documents and notifications received confidential, investigating the reported situations and the information made available, taking the necessary measures and ensuring that inappropriate behaviors have been corrected.

Transparency International Romania' employees are required to take action if they witness incidents, or suspect the occurrence, of sexual abuse, exploitation or harassment provided they feel comfortable doing so, without putting themselves in danger, and, where possible, after consulting the affected individual and supporting those impacted to the best of their ability.

Reports and notifications made of sexual abuse, sexual exploitation or sexual harassment should include the following:

- Broad description of the suspected violation
- Detailed information:
 - What happened? Detailed description of what the reporter knows about the issue or incident(s), and how they came to know about it.
 - Who is involved? Who is responsible, and was anyone else involved?
 - When did the incident(s) occur? Information about dates and times, if available.
 - Where did the incident(s) occur?
 - Were there any additional witnesses we may be able to contact?
 - Anything else? It is not the job of the person reporting to investigate, but s/he may provide any available documents, photos, screenshots, messages, etc. that they already hold, if those help to clarify the report.
- Date of report
- Preferred contact details