



Prevention of Sexual Exploitation & Abuse (PSEA)

Policy for Protection of Beneficiaries and Communities

Ref: **PETRAD/PSEA/001** Effective: **19 March 2019** Version: **1.0** Signed by: **Evanson Ekitela Epetet, Director**

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1 Purpose

PETRAD AID is committed to upholding the highest standards of integrity, accountability, and protection of beneficiaries, especially the most vulnerable populations we serve across Kenya. This PSEA Policy establishes a **zero-tolerance approach** to any form of sexual exploitation and abuse (SEA) by PETRAD AID staff, volunteers, partners, contractors, or any individual associated with the organization.

2 Scope

This policy applies to:

- All PETRAD AID staff (full-time, part-time, and temporary)
- Board members and volunteers
- Consultants, contractors, and implementing partners
- Any third parties working on behalf of or in partnership with PETRAD AID

The policy covers **all locations where PETRAD AID operates**, with particular emphasis on Turkana County and displacement-affected communities across Kenya.

3 Definition of Sexual Exploitation and Abuse (SEA)

- **Sexual Exploitation:** Any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes, including profiting monetarily, socially, or politically from the sexual exploitation of another person.
- **Sexual Abuse:** The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

ZERO TOLERANCE

PETRAD AID maintains zero tolerance for any form of SEA. All allegations will be taken seriously and investigated promptly and confidentially.

4 Key Principles

Protection of beneficiaries is paramount in all activities.

Survivors have the right to safety, respect, and non-discrimination.

Power imbalances between staff and beneficiaries must never be abused.

SEA constitutes gross misconduct — immediate termination and legal action.

Mandatory reporting of any suspected or witnessed SEA.

5 Prohibited Conduct

■ STRICTLY PROHIBITED — The following acts are forbidden:

- Any sexual activity with persons under 18 years of age (regardless of local laws or consent)
- Exchange of money, goods, services, employment, or assistance for sex or sexual favors
- Sexual relationships with beneficiaries of assistance (even if perceived as consensual)
- Any form of sexual harassment, abuse, or exploitation
- Retaliation against anyone who reports SEA

6 Reporting Mechanisms

PETRAD AID provides multiple **safe, accessible, and confidential** reporting channels. All reports will be handled with strict confidentiality and in accordance with survivor-centered principles.

PSEA FOCAL POINT

Evanson Epetet

Director, PETRAD AID

DEPUTY PSEA FOCAL POINT

Shaaban Abubakar

PETRAD AID

■ PSEA Hotline: +254 722 270 042

INTERNAL CHANNELS

- Focal Point: Evanson Epetet (Director)
- Deputy: Shaaban Abubakar
- Email: info@petradaid.net
- Hotline: +254 722 270 042
- Anonymous box at Lodwar office

EXTERNAL CHANNELS

- DRC Kenya PSEA Focal Point
- (once partnership established)
- Kenya Police / Gender Desk
- Child Protection agencies

7 Response to Allegations

- All allegations will be investigated fairly, promptly, and impartially.
- Immediate protective measures will be taken to safeguard the survivor.
- Disciplinary measures (up to termination and blacklisting) will be applied where SEA is confirmed.
- Cooperation with law enforcement where criminal acts are involved.

8 Prevention Measures

- Mandatory PSEA induction and annual refresher training for all staff and volunteers
- Integration of PSEA into all project designs and partner agreements
- Community awareness sessions on PSEA and available reporting channels
- Reference checks and background screening for new staff
- Signing of the PSEA Code of Conduct by all staff, volunteers, and partners

9 Commitment from Leadership

Commitment from Leadership

The Board of Directors and Senior Management of PETRAD AID fully endorse this policy and commit to providing the necessary resources for its implementation and enforcement.

Signed: Evanson Ekitela Epetet, Director — PETRAD AID | **Date:** 17 February 2019



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