zero tolerance
for sexual exploitation and abuse

know the rules: there is no excuse!

At all times we must treat the refugee community and local population with respect and dignity.

Sexual exploitation and abuse is unacceptable behaviour and prohibited conduct for all UNRWA and other UN personnel.

Sexual exploitation and abuse threatens the lives and dignity of our beneficiaries, dramatically breaches trust and damages the reputation of UNRWA and the UN.

All personnel must create and maintain a work environment that prevents unacceptable sexual behaviours. Managers at all levels have a particular responsibility in this respect.

SEXUAL EXPLOITATION AND ABUSE IS STRICTLY PROHIBITED AND CONSTITUTES SERIOUS MISCONDUCT.

It is strictly prohibited to engage in any forms of sexually humiliating, degrading or exploitative behaviour, including during any delivery of assistance or provision of services to beneficiaries.

It is strictly prohibited to pay for sex with money, employment, preferential treatment, goods or services, including sexual favours or sexual demands for UNRWA services.

It is strictly prohibited to have ANY sexual relationships with anyone under the age of 18 years. Not knowing the person’s true age is not an excuse.

I fully understand that:

Involvement in any act of sexual exploitation and abuse will be investigated and disciplined if established.

Sexual exploitation and abuse is serious misconduct and constitutes ground for the most severe disciplinary measures, up to and including summary dismissal.

If I have concerns of sexual exploitation or abuse by anyone in UNRWA or another organization, regardless of their position, I must report the incident immediately to the Department of Internal Oversight Services or the Field Director.

Failure to respond to or report misconduct is a breach of United Nations and UNRWA standards of conduct. There is no excuse!

To report sexual exploitation and abuse: hotline@unrwa.org
For further information: ethicsoffice@unrwa.org