



# Green The Environment (GTE)

**Protection From Sexual  
Exploitation and Abuse (PSEA)  
Policy Of  
Green The Environment**



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# Protection from Sexual Exploitation and Abuse (PSEA) Policy for Green The Environment

## 1. Introduction

Green The Environment is committed to the highest standards of integrity, accountability, and ethical conduct in all of our activities. We strive to protect and respect the rights and dignity of all individuals, especially the most vulnerable, including children, women, and marginalized groups. As part of our commitment to safeguarding the people we serve, we have developed this Protection from Sexual Exploitation and Abuse (PSEA) Policy to prevent any form of sexual exploitation, abuse, or harassment in all our operations, programs, and engagements.

This policy applies to all staff, volunteers, contractors, consultants, and anyone working with Green The Environment, across all program locations.

## 2. Policy Statement

Green The Environment is fully committed to preventing and addressing all forms of sexual exploitation, abuse, and harassment. Sexual exploitation and abuse are violations of fundamental human rights and are completely inconsistent with the values and principles of our organization. We will not tolerate any form of sexual misconduct, exploitation, or abuse within our operations, programs, or community engagements.

## 3. Definition of Sexual Exploitation and Abuse (SEA)

For the purpose of this policy:

- **Sexual Exploitation** is any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including but not limited to: profiting monetarily, socially, or politically from the sexual exploitation of another.
- **Sexual Abuse** is the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Both sexual exploitation and sexual abuse are forms of misconduct and serious violations of human rights.

## 4. Principles and Scope of the Policy

Green The Environment adheres to the following core principles in its commitment to PSEA:

- **Zero Tolerance:** We maintain a strict policy of zero tolerance for any form of sexual exploitation, abuse, or harassment.

- **Respect and Dignity:** All individuals must be treated with respect, dignity, and fairness, irrespective of their gender, background, or circumstances.
- **Confidentiality and Protection:** We ensure the confidentiality of individuals who report concerns of sexual exploitation and abuse and protect them from retaliation or further harm.
- **Prevention and Education:** We take proactive steps to educate and raise awareness among staff, volunteers, and beneficiaries about sexual exploitation and abuse, including the development and implementation of training and awareness-raising activities.
- **Reporting Mechanisms:** Green The Environment ensures that accessible, confidential, and safe reporting mechanisms are available to those who may have experienced or witnessed sexual exploitation, abuse, or harassment.

## 5. Responsibilities of Green The Environment Personnel

All personnel (staff, volunteers, contractors, and partners) have a responsibility to:

- **Respect the Rights of Beneficiaries:** Treat all beneficiaries, particularly women, children, and other vulnerable groups, with respect and dignity.
- **Understand and Abide by this Policy:** Understand the obligations and conduct expectations set out in this PSEA Policy and comply with them.
- **Report Incidents:** Immediately report any incident, allegation, or suspicion of sexual exploitation, abuse, or harassment, in accordance with the organization's reporting protocols.
- **Prevent Abuse:** Actively participate in efforts to prevent sexual exploitation and abuse by maintaining appropriate conduct and behavior both within and outside the work environment.
- **Cooperate with Investigations:** Cooperate fully with any investigations into allegations of sexual exploitation, abuse, or harassment.

## 6. Prevention Measures

Green The Environment will take the following steps to prevent sexual exploitation and abuse:

**Training and Awareness:** Provide all personnel with mandatory PSEA training upon induction and conduct regular refresher courses. This training will cover the

- definitions of sexual exploitation and abuse, consequences of violations, how to report, and best practices for prevention.
- **Codes of Conduct:** We will implement a Code of Conduct that outlines expected behavior for all employees, volunteers, and partners, with clear provisions related to sexual exploitation and abuse.
- **Community Engagement:** Ensure that program beneficiaries, especially vulnerable groups, are informed about their rights, available services, and how to report any misconduct. This includes the development of communication materials and outreach activities.
- **Safeguarding Measures:** Develop and implement policies and systems to prevent sexual exploitation and abuse in our programs, such as safer recruitment practices and background checks for all personnel working with children and vulnerable groups.

## 7. Reporting and Response

Green The Environment will establish and maintain accessible and confidential mechanisms for reporting incidents of sexual exploitation, abuse, or harassment. This includes:

- **Confidential Reporting:** All personnel and beneficiaries must be able to report concerns regarding sexual exploitation and abuse confidentially and safely, without fear of retaliation.
- **Clear Reporting Channels:** We will create multiple reporting channels (e.g., hotlines, email, physical offices) that are easily accessible to affected individuals.
- **Investigations and Accountability:** Any reports of sexual exploitation and abuse will be taken seriously and will be investigated promptly. We will ensure that investigations are thorough, impartial, and conducted by trained personnel.
- **Retaliation-Free Environment:** No one reporting an incident of sexual exploitation or abuse will face retaliation. Retaliation against any individual for reporting, in good faith, will be subject to disciplinary action.

## 8. Consequences for Violations

Green The Environment will not tolerate any violations of this PSEA Policy. Any staff member, volunteer, contractor, or partner found to have committed an act of sexual exploitation, abuse, or harassment will face serious consequences, including but not limited to:

- **Termination of Employment:** Individuals found guilty of sexual exploitation or abuse will have their employment or contract terminated.
- **Legal Action:** Where applicable, legal action may be taken against individuals who commit acts of sexual exploitation or abuse, in line with national and international law.
- **Ban from Future Engagement:** Individuals found guilty of sexual exploitation or abuse may be permanently banned from working with Green The Environment or engaging in future partnerships.

## 9. Protection and Support for Victims and Survivors

Green The Environment is committed to providing appropriate support and protection to individuals who have experienced sexual exploitation or abuse. This support may include:

- **Access to Medical and Psychological Services:** Ensure that survivors have access to confidential and timely medical, psychological, and legal services.
- **Safe and Supportive Environment:** Create a supportive environment where survivors can report their experiences without fear of stigma or retaliation.
- **Referral Systems:** Establish effective referral mechanisms to ensure survivors receive the necessary assistance from local or international service providers.
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## 10. Monitoring and Evaluation

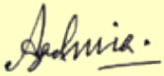
To ensure the effectiveness of this PSEA Policy, Green The Environment will regularly monitor and evaluate:

- **Program Compliance:** Monitor the compliance of staff, volunteers, contractors, and partners with PSEA standards and expectations.
- **Review and Update:** Review and update this policy periodically to ensure it remains relevant, effective, and in line with best practices.
- **Feedback and Learning:** Collect feedback from beneficiaries, staff, and stakeholders on the implementation of PSEA measures and incorporate this into ongoing efforts to improve prevention and response.

## 11. Conclusion

Green The Environment is committed to upholding the highest standards of protection for those we serve. Sexual exploitation and abuse will not be tolerated within our organization or in any of our programs. Through this PSEA Policy, we are taking decisive action to create a safe environment where all individuals can benefit from our programs with dignity, respect, and security.

This policy will be widely disseminated and communicated to all personnel, partners, and stakeholders to ensure full understanding and compliance.



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