

# RULES OF LIFE

# PSEAH POLICY

## 1. SEXUAL EXPLOITATION

### WHAT

**Actual or attempted abuse of:**

- ⚠️ Position of vulnerability **OR**
- ⚠️ Power **OR**
- ⚠️ Trust

for a sexual purpose.

### EXAMPLES (not exhaustive)

- ▶️ Offering money, gifts, goods, or a job, etc., in exchange for engaging in sexual activity (Transactional sex\*)
- ▶️ Withholding services or blackmailing for sexual activity.

\* **Transactional sex** - The exchange of money, employment, goods, food or services for sex, including sexual favours, or other forms of humiliating, degrading or exploitative behaviour.

## 2. SEXUAL ABUSE

### WHAT

**Actual or threatened physical intrusion of a sexual nature, by:**

- ⚠️ Use of force **OR**
- ⚠️ Coercion **OR**
- ⚠️ Under unequal conditions.

### EXAMPLES (not exhaustive)

- ▶️ Any sexual activity with persons under the age of 18
- ▶️ Rape, attempted rape, sexual assault, unwanted kissing, touching, grabbing, rubbing, etc.
- ▶️ Sexual contact with someone who is:
  - Unable to give a clear and informed 'Yes' or 'No'**OR**
  - Unable to decide freely/without fear

## 3. SEXUAL HARASSMENT

### WHAT

**Unwelcome advance or conduct of a sexual nature that:**

- ⚠️ Becomes a condition of employment **OR**
- ⚠️ Creates an intimidating/hostile/offensive environment.

### EXAMPLES (not exhaustive)

- ▶️ Deliberate or unsolicited physical contact, like touching or speaking inappropriately
- ▶️ Staring at a person in a sexually suggestive manner
- ▶️ Showing or sending sexually inappropriate materials to colleagues

## HOW TO REPORT

All personnel affiliated with the Doctors of the World-Greece / Mdm-Greece must uphold the highest standards of conduct. Mdm-Greece takes all reports of wrongdoing by its staff or affiliated personnel seriously. Sexual exploitation, abuse and harassment violate universally recognized international standards and harms the victim(s). Acts of sexual exploitation and sexual abuse are prohibited. You are strongly encouraged to report in good faith any instances of sexual exploitation and abuse of which you become aware. Reports may be submitted anonymously, and information provided will be treated confidentially and will only be disclosed to those who have a legitimate need to know. MDM Greece mandates that all staff members or affiliated personnel report sexual exploitation and abuse. If you believe that you have experienced retaliation for reporting a concern about sexual exploitation, sexual abuse and harassment, this should also be reported.

 To facilitate reporting, you can send an email to: **[investigation@mdmgreece.gr](mailto:investigation@mdmgreece.gr)**