

UNDP POLICY ON PREVENTION OF SEXUAL HARASSMENT

UNDP is committed to the goal of fostering a gender-inclusive work environment, and maximizing its results by leveraging the full potential of both women and men. As a multicultural organization, UNDP staff/personnel interact on a daily basis with people from all walks of life and of a myriad of different cultural backgrounds. Within this environment UNDP staff/personnel must be cognizant of how their actions may be perceived by others. Further they should be aware that although they may come from cultures that ascribe to certain views about women and men, UNDP has a zero tolerance policy on sexual harassment. Cultural relativism will not serve as an excuse to justify harassment or discrimination on the basis of gender.

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Sexual Harassment

Sexual Harassment, as one form of workplace harassment, is understood as any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature (including pornography, sexually-colored remarks) that has or that might reasonably be expected or be perceived to cause offense or humiliation to another. It is important to be cognizant in an international organization that what may reasonably be expected to cause offense may vary among cultures, and to make appropriate behavioral adjustments. Sexual harassment may occur when it interferes with work, is made a condition of employment or when it creates an intimidating, hostile or offensive environment. Sexual harassment normally implies a series of incidents. However, a one-time incident could fall within the definition of sexual harassment if it has an unambiguously offensive sexual character. Both male and female staff members can be either the injured party or the offender.

Workplace Harassment

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Workplace harassment is any improper and unwelcome conduct by a staff member or non-staff personnel against another staff member or non-staff personnel or a group thereof that has or that might reasonably be expected or be perceived to cause offense or humiliation to another. Harassment may be present in the form of words, gestures, electronic communication forms, or other actions that annoy, alarm, abuse, demean, intimidate, belittle, or cause personal humiliation or embarrassment to another, or cause an intimidating, hostile or offensive work environment. It includes harassment based on any grounds, such as race, religion, color, creed, ethnic origin, physical attributes, gender or sexual orientation. Harassment may be deliberate, unsolicited, and coercive. It will often consist of a series of incidents, but it may be brought about by a single incident only.

AVENUES AVAILABLE

If you feel that you are being discriminated against or harassed on the basis of gender there are formal as well as informal avenues available to you.

FORMAL

Submit a formal complaint to the Office of Audit and Investigations (OAI) through hotline@undp.org, and there will henceforth be a formal investigation conducted.

Complaints should be filed within 6 months of the alleged incident.

The complaint should include time, date and location of the incident (s).

It should include information about witnesses to the incident, or any physical documentary proof, should it exist.



INFORMAL

Approaching the Alleged Offender
It is possible that a person perpetrating sexual harassment may not be aware that their actions are causing offense or harm to another. If you feel you are being harassed, you have the option to approach the offender and make them aware that their actions are unwelcome.

Support by a Colleague
You may request the support of a colleague when approaching the alleged offender. This would be a meeting called to discuss the issue, in the presence of another colleague, to offer support.

Confiding in the Sexual Harassment Committee (in lieu of the office of the Ombudsperson)
Within the UNDP South Sudan Country Office, there is no Ombudsperson. You may (in lieu of this) consult with the sexual harassment committee about your options, request assistance from them in mediation. A stress counselor (once recruited) can also offer support.