

HUMANITARIAN ASSISTANCE CODE OF CONDUCT

CODE OF CONDUCT

To the extent that the University is involved in humanitarian relief operations in foreign operations, the University adopts this Code of Conduct (hereinafter “the Code”) for the protection of beneficiaries of such assistance from sexual exploitation and abuse. All employees of Florida International University who are humanitarian workers are subject to the Code, the terms of which shall be applicable in accordance with the University’s collective bargaining agreements and policies.

SIX CORE PRINCIPLES

- (1) Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment;
- (2) Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally; mistaken belief regarding the age of a child is not a defense;
- (3) Exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behavior is prohibited; this includes exchange of assistance that is due to beneficiaries;
- (4) Sexual relationships between humanitarian workers and beneficiaries are strongly discouraged since they are based on inherently unequal power dynamics. Such relationships undermine the credibility and integrity of humanitarian aid work;
- (5) Where a humanitarian worker develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same agency or not, he or she must report such concerns via established agency reporting mechanisms;
- (6) Humanitarian workers are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Managers at all levels have particular responsibilities to support and develop systems which maintain this environment.

DEFINITIONS

For purposes of the Code, the following terms are defined consistent with the definitions set forth in the Report of the United Nations Inter-Agency Standing Committee Task Force on Protection from Sexual Exploitation and Abuse in Humanitarian Crises of 13 June 2002, Plan of Action:

“sexual abuse” is actual or threatened physical intrusion of a sexual nature, including inappropriate touching, by force or under unequal or coercive conditions;

“sexual exploitation” is any abuse of a position of vulnerability, differential power, or trust for sexual purposes; this includes profiting monetarily, socially or politically from the sexual exploitation of another; and

“humanitarian workers” include all workers engaged by humanitarian agencies, whether internationally or nationally recruited, or formally or informally retained from the beneficiary community, to conduct the activities of that agency.