



Prevention of Sexual Exploitation and Abuse Policy

I. Purpose

Upholding the dignity and human rights of every individual is central to the values and work of D-tree International. As such, we have a zero-tolerance stand on sexual exploitation and abuse.

We recognize that the nature of our work places our staff, partners, consultants, and volunteers in positions of trust and authority in relation to the communities and individuals they work with. We have an obligation to uphold the highest standards of personal and professional conduct at all times, and must not abuse this trust to exploit or abuse another person.

This policy outlines definition and requirements regarding D-tree's zero-tolerance stand on sexual exploitation and abuse.

II. Scope

This policy applies to all Representatives as defined below at all times. D-tree shall include provisions regarding compliance with this policy in all subawards.

III. Policy Statements

1. Definitions:

The following definitions apply for purposes of this policy:

- i. **Representatives:** D-tree staff, volunteers, consultants, visitors, and partner or sub organizations intervening or acting on behalf of D-tree
- ii. **Sexual exploitation:** 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 exploitation of someone else.
- iii. **Sexual abuse:** actual or threatened physical intrusion of a sexual nature, whether by force, coercion or under unequal conditions.

2. Upholding human rights and dignity is central to D-tree's values and work, and all D-tree Representatives are to reflect these values in their conduct as representatives of D-tree.
3. Sexual exploitation and abuse constitutes acts of gross misconduct and will be treated accordingly including termination of employment and reporting to authorities.
4. Sexual activity with children (persons under the age of 18) is prohibited regardless of the whether the local age of a consent or adulthood is younger than 18 and regardless of consent. Mistaken belief in the age of a child is not a defense.
5. Exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behavior by D-tree Representatives is prohibited. This includes the exchange of assistance that is due to program participants or communities / populations D-tree works with.
6. Sexual relationships between D-tree personnel and program participants are discouraged since an unequal power dynamic exists.
7. D-tree personnel are obliged to create and maintain an environment and culture that prevents sexual exploitation and abuse and promotes the implementation of this policy. Managers at all levels have particular responsibility to develop and support systems, practices and communications that maintains this environment and culture.
8. D-tree personnel must immediately report concerns or suspicions regarding sexual exploitation and abuse by a fellow worker, whether within D-tree's employ or not. Reports may be submitted to D-tree's HR Manager or COO or via email to D-tree's email address for receiving such reports, ethics@d-tree.org.
9. D-tree has a zero tolerance towards sexual exploitation and abuse. All concerns and complaints regarding D-tree Representatives will be investigated and D-tree will relay and escalate any reports received that do not relate to its Representatives via appropriate channels.
10. Associated Policies. This policy should be read in conjunction with the following other policies of D-tree: Child Protection Policy, Sexual Harassment Policy, Code of Conduct Statement, Ethical Conduct and Reporting/Whistleblower Policy, Anti-Corruption Policy.

IV. Administrative:

Approved by: Alison Clark, COO

Effective date: January 1, 2021

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