

Individual Code of Conduct (for government employees and individual consultants)

I, _____, hereby acknowledge that preventing sexual exploitation and abuse (SEA), and Sexual Harassment (SH) is important. I do consider that SEA or SH activities constitute acts of gross misconduct and are therefore grounds for sanctions, penalties, or potential termination of employment. All forms of SEA or SH are unacceptable be it at the office site, in the office surroundings. Prosecution of those who commit SEA, or SH may be pursued if appropriate.

I agree that while working on the project, in my capacity as government implementing agency employee or individual consultant, I will:

- Attend and actively partake in training courses related to ESHS, OHS, HIV/AIDS, SEA and SH as requested by my employer.
- Treat women, children (persons under the age of 18), and men with respect regardless of race, color, language, religion, political or other opinion, national, ethnic, or social origin, property, disability, birth, or other status.
- Not use language or behavior towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- Not participate in sexual contact or activity with children - including grooming or contact through digital media. Mistaken belief regarding the age of a child is not a defense. Consent from the child is also not a defense or excuse.
- Not engage in sexual favors - for instance, making promises or favorable treatment dependent on sexual acts - or other forms of humiliating, degrading or exploitative behavior.
- Unless there is the full consent¹ by all parties involved, I will not have sexual interactions with other government implementing agency employees or individual consultants working on the project or members of the surrounding communities. This includes relationships involving the withholding or promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex - such sexual activity is considered “non-consensual” within the scope of this Code.

¹ *Consent is defined as the informed choice underlying an individual's free and voluntary intention, acceptance or agreement to do something. No consent can be found when such acceptance or agreement is obtained through the use of threats, force or other forms of coercion, abduction, fraud, deception, or misrepresentation. In accordance with the United Nations Convention on the Rights of the Child, the World Bank considers that consent cannot be given by children under the age of 18, even in the event that national legislation of the country into which the Code of Conduct is introduced has a lower age. Mistaken belief regarding the age of the child and consent from the child is not a defense.*

- Consider reporting through the grievance redress mechanism or to my manager any suspected or actual SEA or SH by a fellow worker, whether employed by my company or not, or any breaches of this Code of Conduct.

Sanctions

I understand that if I breach this Individual Code of Conduct, my employer will take disciplinary action which could include:

- Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months.
- Termination of employment.

If I witness any misbehavior by others working on the project, I understand that it is my responsibility to report this misbehavior under this code of conduct using the grievance mechanisms of the project or in other ways, whether in my name or through anonymous means.

I understand that it is my responsibility to avoid actions or behaviors that could be regarded as GBV or VAC or breach this Individual Code of Conduct. I do hereby acknowledge that I have read the foregoing Individual Code of Conduct, do agree to comply with the standards contained therein and understand my roles and responsibilities to act in accordance with OHS and ESHS standards set out in SEP and ESAP and to prevent and respond to GBV and VAC. I understand that any action inconsistent with this Individual Code of Conduct or failure to take action mandated by this Individual Code of Conduct may result in disciplinary action and may affect my ongoing employment.

Signature: _____

Printed Name: _____

Title: _____

Date: _____