



CODE OF CONDUCT FOR THE PREVENTION, INVESTIGATION, AND REPORTING OF SEXUAL EXPLOITATION AND ABUSE

CoDevelopment Canada (CoDev) recognizes that sexual exploitation and abuse (SEA) violate universally recognized international legal norms and standards. CoDev is aligned with Canada's commitment to the delivery of international assistance grounded in a human rights framework. CoDev declares and guarantees that it has in place, and shall maintain in place for the duration of the Agreement, a publicly available code of conduct (the CoC) to prevent, investigate, and respond to SEA.

Prohibition of SEA: Our Core Principles¹:

1. Sexual exploitation and abuse by CoDev employees and related personnel constitute acts of gross misconduct and are therefore grounds for termination of employment or contract and, in the case of Latin American partners that have entered into an Agency Agreement with CoDev, termination of the Agency Agreement.
2. Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of the majority or age of consent locally. Mistaken belief in the age of the child is not a defence.
3. Exchange of money, employment, goods, or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour by CoDev employees and related personnel are prohibited. This includes the exchange of assistance that is due to beneficiaries.
4. Any sexual or romantic relationship between CoDev employees or related personnel and beneficiaries is prohibited, since they are based on inherently unequal power dynamics. Such relationships undermine the credibility and integrity of CoDev's solidarity work.
5. Where a CoDev employee or related personnel develops concerns or suspicions regarding sexual exploitation and abuse by another employee or related personnel, they must immediately report such concerns via established agency reporting mechanisms.
6. CoDev employees and related personnel are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of this CoC. The CoDev Board has particular responsibilities to support and develop systems which maintain this environment.

¹ Based on 'IASC Six Core Principles Relating to Sexual Exploitation and Abuse', Inter-Agency Standing Committee, 2019, retrieved on September 15, 2021, from <https://interagencystandingcommittee.org/inter-agency-standing-committee/iasc-six-core-principles-relating-sexual-exploitation-and-abuse>



CoDev provides access to its CoC to all CoDev employees and related personnel. CoDev promotes protection from SEA and requires all CoDev employees and related personnel to sign an attestation stating that they shall respect CoDev's CoC in the implementation of projects funded by CoDev.

CoDev Accountability

The CoDev Board has the overall responsibility for the development and implementation of this CoC and can delegate tasks to the Executive Director, in accordance with the Executive Director job description. The Board is responsible for ensuring that training on prevention of SEA is provided to employees and volunteers, and for carrying out disciplinary measures in cases of serious violations of this CoC. If the alleged or actual violator of this CoC is a CoDev employee, the Board shall refer to the Collective Agreement for disciplinary procedures. The Executive Director is responsible for monitoring compliance with the CoC, coordinating training on prevention of SEA, and investigating reports of SEA in a fair and confidential manner.

Anonymous and Confidential Reporting

Any person can make an anonymous or confidential report of SEA to the Executive Director of CoDev by emailing dfasciani@codev.org or by phoning 604-708-1495, Ext. 3

CoDev Reporting to Global Affairs Canada

CoDev shall notify the Department of any credible allegation of SEA in the delivery of Canadian International assistance which may involve the Department's funding or which could put the Department's funding or reputation at risk within forty-eight (48) hours after determining that an allegation is credible. Accordingly, CoDev shall submit Part A of the [Reporting Form – Sexual exploitation and abuse allegations in international assistance](#) to PSEA-PEAS@international.gc.ca at the time of the initial allegation of SEA and complete Part B at the conclusion of the investigation or, in the case of lengthy investigation, provide an update in a timely manner.

Definitions

Sexual exploitation: an abuse 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 sexual exploitation of another. Any exchange of development assistance, money, employment, goods, or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behavior, constitutes sexual exploitation, and for this reason the United Nations includes transactional sex in its definition of sexual exploitation. These relationships are based on inherently unequal power dynamics.



Sexual abuse: an actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Protection from sexual exploitation and abuse (PSEA): a term used by the United Nations and non-governmental community to refer to measures taken to protect vulnerable people from sexual exploitation and abuse by their own staff and associated personnel.

CoDev Employees and Related Personnel: all CoDev employees, Board Directors, volunteers, interns, contractors, consultants, and CoDev partners. CoDev partners include representatives, employees, contractors, and consultants involved in the implementation of a project funded by CoDev.

Beneficiaries: those intended to benefit from projects or activities supported by CoDev.

Attestation

I acknowledge that I have received a copy of the CoDev CoC on PSEA and that I have read it.

I understand that I have an obligation to prevent and respond to sexual exploitation and abuse.

I understand the provisions of the CoC and acknowledge and accept that my continued employment or engagement will be dependent upon my compliance with this CoC.

I understand that breach of this CoC may result in disciplinary action, including termination of employment or contract or, in the case of Latin American partners that have entered into an Agency Agreement with CoDev, termination of the Agency Agreement.

I understand that I can significantly contribute to risk mitigation and prevention of sexual exploitation and abuse by adhering to this CoC

I understand that I must uphold our collective commitments to colleagues, partners, and the communities we serve by adhering to the standards of conduct outlined in this CoC.

I, _____, hereby declare that I have read, understood, and will comply with this CoC.

Signature: _____ Date (YYYY-MM-DD): _____