

Protection from Sexual Exploitation, Abuse and Harassment Policy

1. Protection from Sexual Exploitation, Abuse and Harassment (PSEAH)

2. Values Statement

RedR Australia (“RedR”) is guided by its values of accountability, integrity, empathy, and collaboration. These values underscore the importance of a safe, respectful, and professional workplace, free from sexual exploitation, abuse, and harassment.

RedR places human resilience and life at the centre of its work. Our efforts to positively impact poverty and social justice, with a focus on supporting those who are some of the most vulnerable and marginalized people across the world, is a privilege and a responsibility that we take seriously. We also recognise the deep trust that communities and partners place in us to work with these people. Accordingly, we commit to holding our organisation, its people and partners to the highest standards of personal and professional conduct.

We are committed to ensuring that our workplaces and activities remain free from sexual exploitation, abuse and harassment.

3. Purpose

As part of this commitment, RedR uses the umbrella term Sexual Harm to encompass the sexual behaviours outlined in section 5.

This Policy sets out RedR’s commitment to limit the risk and incidents of Sexual Harm at the workplace in Australia and in connection with its humanitarian activities.

This Policy also sets out the RedR’s response to reports of Sexual Harm perpetrated by or against staff or persons receiving assistance from RedR.

4. Scope

This policy applies to:

- All employees, volunteers, contractors and interns/work placements of RedR.
- Associate trainers, and course participants.
- RedR deployees.
- Standby personnel/applicants.
- RedR board members.

5. Policy Statement and Principles

Sexual Harm, encompassing sexual assault, harassment, exploitation/abuse, and other inappropriate sexual conduct, is unacceptable and constitutes a breach of personal and professional conduct. This Policy covers Sexual Harm that occurs or is alleged to have occurred in connection with any workplace activity, training or as part of deployment or as a representative of RedR, whether in Australia or overseas.

Where Sexual Harm is disclosed or reported as occurring outside the scope of this Policy, the matter will not be investigated by RedR Australia, but support services and referrals will be offered as appropriate.

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Sexual Harm- zero tolerance

Sexual Harm is an umbrella term which encompasses sexual assault, sexual harassment, sexual exploitation/abuse, and any other inappropriate conduct of a sexual nature.

Sexual Harm is not tolerated by RedR and is never acceptable. Sexual Harm constitutes misconduct and is considered an Occupational Health and Safety matter. Sexual Harm is unlawful and may constitute criminal conduct.

Principles governing RedR's response to Sexual Harm

RedR will take all reasonable steps to prevent Sexual Harm, and to promote the rights of the vulnerable people and communities with whom it works.

RedR is committed to, as far as is reasonably practicable:

- Providing staff and relevant personnel (such as volunteers, contractors and partners) with a safe, inclusive and respectful environment.
- Providing training and education to staff and relevant personnel to promote a respectful and inclusive culture and to empower individuals at RedR to address underlying disrespectful attitudes and behaviours.
- Providing appropriate support and reporting mechanisms.
- Responding appropriately to allegations of Sexual Harm in a fair and reasonable way, including ensuring the timely investigation of such matters in accordance with the principles of procedural fairness.
- Taking all reasonable steps to prioritise the rights, needs and wishes of the Complainant, whilst ensuring procedural fairness to all parties.
- Treating all allegations of Sexual Harm that relate to RedR staff or relevant personnel seriously, whether recent or historic.

6. Procedures

Responding to Sexual Harm

The safety and wellbeing of the Complainant is a key priority of RedR. If you believe you have experienced Sexual Harm (or believe you have observed such behaviour), including by a third party, talk to the People and Capability Manager on HR@redr.org.au or contact local police if required.

There are several ways RedR can help to resolve the issue depending on the Complainant's wishes, the context and circumstance. RedR is mindful that most people who experience Sexual Harm want the behaviour to stop, to have their experience validated, their organisation to know that it happened, and for it not to happen to anyone else. Wherever possible, RedR will prioritise early intervention and informal pathways that deliver these types of outcomes.

Where possible, and subject to the requirements of procedural fairness and the law, RedR will involve the relevant parties in a discussion about how the matter may be resolved. Where possible, RedR will aim to prioritise the Complainant's privacy and wellbeing; respect their preferences; and ensure that investigations are designed to minimise harm.

Any breach of this policy will be taken seriously and may lead to disciplinary action, up to and including termination of employment or contract.

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Privacy, Confidentiality and Transparency

RedR ensures all Disclosures and Reports of Sexual Harm are handled with utmost confidentiality and respect for the privacy of all parties involved.

Disclosure/report records may be shared confidentially with appropriate personnel at RedR or external authorities on a strict need to know basis, as part of RedR's duty of care obligations, or as required by law.

Misconduct Disclosure Scheme

RedR Australia is a signatory to the Misconduct Disclosure Scheme as a member of the Australian Council for International Development (ACFID). Members of the scheme share information during the reference checking process about any form of confirmed sexual harm misconduct. This information is only shared with the signatories to the scheme. This is done within the legal and regulatory requirements in Australia.

7. Roles and Responsibilities

Senior Leadership Team

Members of the senior leadership team are expected to:

- Monitor the environments in which RedR operate and consider relevant risk factors to ensure appropriate standards of conduct are observed.
- Identify, address and educate where possible about behaviour that enables or condones Sexual Harm, including tolerance for everyday sexism.

People and Capability Manager

The People and Capability Manager is responsible for ensuring the policy:

- Aligns with relevant legislation, government policy and / or RedR requirements/strategies/values
- Remains suitable, adequate and effective
- Is implemented and monitored
- Is reviewed to evaluate its continuing effectiveness.

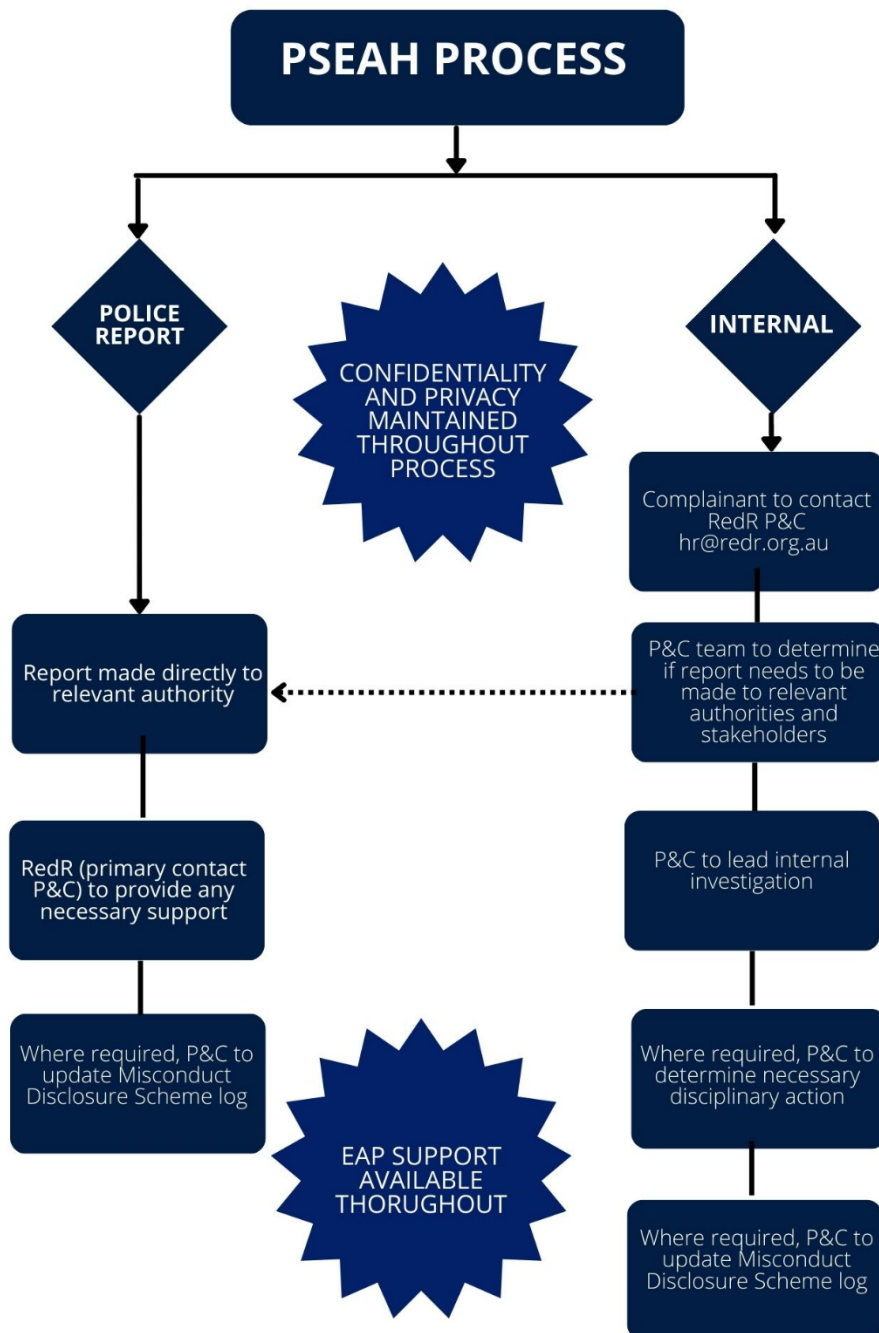
All personnel

All personnel, irrespective of seniority or experience, must:

- Ensure a safe, respectful, and inclusive environment.
- Refrain from engaging in or condoning any form of Sexual Harm.
- Report or seek advice when they observe or are aware of any Sexual Harm either in Australia or overseas.

8. Flow Chart

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9. Definitions

Complainant A staff member or relevant person who makes an allegation of Sexual Harm. A Complainant may prefer different terminology including survivor, victim or affected person. It is acknowledged there may be different terms used in this context.

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Consent	A person providing free agreement to the sexual activity. It should be understood as an ongoing process, which can be withdrawn at any time, and not a one-time agreement. Whether or not a person reasonably believes that another person is consenting to an act depends on the circumstances, including any steps that the person has taken to find out whether the other person consents.
Disclosure	Where an individual confides in someone else that they have been the victim of Sexual Harm.
Procedural fairness	is a legal concept that is sometimes used interchangeably with natural justice. What is procedurally fair will depend on the circumstances. It generally involves: <ul style="list-style-type: none">• The right to be told of allegations to be put to a person in sufficient detail to enable them to respond. This will not necessarily involve the person being given all information, and some confidential information and original documents may not necessarily be provided.• An opportunity to answer to allegations before any decision is made, including sufficient time to respond.• A requirement that a decision maker is not biased and gives genuine consideration to whatever response is given by a person.
Relevant personnel	includes volunteers, contractors and partners of RedR. It does not include members of the community who have no association with RedR.
Sexual Assault	means intentionally touching another person; and the touching is sexual in nature; and the person who was touched did not Consent to the touching.
Sexual Abuse	The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. It covers sexual offences including but not limited to: attempted rape (which includes attempts to force someone to perform oral sex); and sexual assault (which includes non-consensual kissing and touching). All sexual activity with someone under the age of consent (in the law of the host country or under Australian Commonwealth law, whichever is greater) is considered to be sexual abuse.
Sexual Exploitation	Any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes. It includes profiting monetarily, socially, or politically from sexual exploitation of another.
Sexual Harm	means misconduct of a sexual nature and includes, but not limited to: <ul style="list-style-type: none">• Sexual assault• Sexual harassment• Sexual exploitation• Sexual abuse Any conduct of a sexual nature without Consent, including: obscene, indecent, threatening language or behaviour (including indecent exposure); observation, filming, imaging or distributing an image of a person's genital or anal region or an intimate image without Consent (e.g. revenge pornography); drink spiking; stalking or hazing of a sexual nature.

10. Related Policies and Documents

Gender Based Violence and the Workplace Policy
Gender Equality Policy
Child Safeguarding Policy

PSEAH Policy

Version 2.0

Next Review Date: July 2026

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11. Document Control

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