

Prevention of Sexual Exploitation Policy

Introduction AMAF places human rights at the centre of its work in Australia and overseas. AMAF is concerned to protect beneficiaries and staff, which includes employees, directors, and volunteers, from sexual exploitation and abuse.

Definitions Sexual exploitation to mean 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 sexual exploitation of another. Sexual abuse to mean the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. Sexual harassment: Unwanted physical, verbal, or non-verbal conduct of a sexual nature that can include indecent remarks or sexual demands. Transactional sex is defined as the exchange of money, goods, employment, or services for sex.

Policy

AMAF prohibits any form of sexual exploitation, abuse, and harassment.

AMAF prohibits the purchase of sexual services and transactional sex.

All AMAF staff, volunteers, contractors, and partners are expected to comply with this Policy including preventing and responding appropriately to concerns of sexual exploitation or abuse.

AMAF has a zero tolerance toward sexual exploitation and abuse and takes seriously all concerns and complaints about sexual exploitation and abuse involving AMAF staff and volunteers.

AMAF will maintain an environment in which beneficiaries, volunteers, staff, contractors, and partners know expected behaviours and how to raise concerns.

AMAF management can be notified, via email or phone, of any concerns regarding AMAF's staff, volunteers or partners in relation to this Policy. Victims' and survivors' safety and wellbeing will be paramount to reporting, including reporting to local authorities, and their information treated confidentially.

AMAF will initiate an investigation of complaints that indicate a possible violation of this policy and take appropriate disciplinary action.

– Board of directors

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