



Protection from Sexual Exploitation and Abuse (PSEA)

It is a core goal principle of EduWeave Foundation to ensure gender equality and gender justice through all of EduWeave Foundation interventions and practices. In keeping with this principle, it is important to ensure an organisational climate free from discrimination and harassment with a particular focus on sexual harassment, exploitation and abuse. This policy is concerned with the Protection from Sexual Exploitation and Abuse (PSEA) of adults (anyone over the age of 18). This includes direct or indirect beneficiaries of our programming, adults in the wider communities in which we work and those who come into contact with EduWeave Foundation or our employees. This policy applies to all persons working for EduWeave Foundation or on behalf of EduWeave Foundation in any capacity, including employees at all levels, volunteers, interns, external consultants, suppliers and business partners. It applies during or outside of working hours, every day of the year.

Guidelines with regard to Staff, Colleagues, Volunteers, Interns and members of Target Community:

Don'ts:

- Develop any form of relationship with Staff, Colleagues, Volunteers, Interns and members of Target Community which could in any way be deemed exploitative or abusive.
- Use language, make suggestions or offer advice which is inappropriate, offensive or abusive.
- Act in ways intended to shame, humiliate or degrade Staff and colleagues, or otherwise perpetrate any form of emotional abuse.
- Unwelcome sexual advances – whether they involve physical touching or not; jokes, written or oral references to sexual conduct, gossip regarding one's sex life; comment on an individual's body, comment about an individual's sexual activity, deficiencies, or powers.
- Passing on pornographic material in print or electronic form or passing written offensive messages of sexual in nature (including through emails, MMS and text messages).
- Displaying sexually suggestive objects, pictures, cartoons, displaying body parts;
- Unwelcome leering, whistling, brushing against the body, sexual gestures, suggestive or insulting comments;
- Inquiries into one's sexual experiences; discussion of one's sexual activities.
- Abuse of authority (Quid Pro Quo) - demand by a person in authority, for sexual favours in exchange for work related benefits (e.g., a wage increase, a promotion, training opportunity, a transfer or the job itself).



8296767635, 9810460359



info@eduweavefoundation.org



www.eduweavefoundation.org

- The behaviour that creates an environment that is intimidating, hostile, or offensive for members of one sex, and thus interferes with a person's ability to work.

Reporting

All the employees and beneficiaries of EduWeave Foundation can raise a concern or make a complaint to EduWeave Foundation about something they have experienced or witnessed without fear of retribution to the Internal Complaint Committee (ICC).

You can write an email to anshitamishra@eduweavefoundation.org to report the incident

Reporting Format

Your Name (If you want to share):

Contact Details:

Place of Incident:

Details about the Accused person/s:

Details about the Incident:

For Eduweave Foundation

Director

Amita Kaushik

Director,

EduWeave Foundation