

HCI PSEAH Policy Manual

Policy on Protection from Sexual Exploitation, Abuse, and Harassment (PSEAH)
Aligned with the IASC Six Core Principles & SDU Standards

1. Policy Statement

HCI is committed to the "Do No Harm" principle. Sexual exploitation and abuse constitute acts of gross misconduct and are grounds for immediate termination of employment and legal prosecution under Tunisian Law.

2. The IASC Six Core Principles (Mandatory for all Staff)

1. **No Exchange of Money for Sex:** Strictly prohibited. This includes hiring sex workers or exchanging assistance for sexual favors.¹⁷
2. **No Sexual Activity with Children:** Sexual activity with persons under 18 is prohibited, regardless of local age of consent. Mistaken belief regarding age is not a defense.¹⁷
3. **No Abuse of Power:** Sexual relationships between HCI personnel and beneficiaries (e.g., patients in partner hospitals) are prohibited.¹²
4. **Mandatory Reporting:** All staff must report concerns or suspicions of SEAH immediately.¹²
5. **Cooperation:** Staff must cooperate with investigations.
6. **Prevention:** Staff must create an environment that prevents SEAH.

3. Reporting and Investigation

- **Channel:** Reports go directly to the *Ethics & Compliance Officer*.
- **Investigation:** HCI will conduct an administrative investigation within 48 hours of a report.
- **Victim Support:** HCI prioritizes the safety and confidentiality of the victim/survivor, offering referrals to medical and legal aid.¹⁸

4. Whistleblower Protection

Pursuant to Organic Law No. 2017-10, HCI protects whistleblowers from any form of professional retaliation (demotion, harassment, dismissal).