



Prevention of Sexual Exploitation, Abuse and Harassment (PSEAH) Policy

1. Purpose

The purpose of this policy is to affirm Lovemore Project's commitment to preventing and responding to sexual exploitation, abuse and harassment (SEAH) in all its forms. This policy aligns with ACFID Code of Conduct Commitment 1.5 and applicable Australian and international standards.

2. Scope

This policy applies to all Lovemore Project personnel, including directors, staff, volunteers, interns, consultants, contractors, and partner organisations, regardless of location.

3. Policy Statement

Lovemore Project has zero tolerance for any form of sexual exploitation, abuse or harassment. We are committed to creating and maintaining a safe, respectful and inclusive environment for all people, particularly vulnerable individuals, including children and beneficiaries.

4. Definitions

- Sexual Exploitation: Any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes, including profiting monetarily, socially or politically.
- Sexual Abuse: The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
- Sexual Harassment: Any unwelcome sexual advance, request for sexual favour, or other verbal or physical conduct of a sexual nature that creates an intimidating, hostile or offensive environment.
- Survivor: A person who is or has been sexually exploited, abused or harassed.

5. Prohibited Conduct

All personnel must not:

- Engage in any form of SEAH.
- Exchange money, employment, goods or services for sex.
- Engage in sexual relationships with program participants or beneficiaries.
- Use their position of power or influence to obtain sexual favours.
- Tolerate or enable SEAH by others.





6. Responsibilities

- All personnel are responsible for preventing, reporting and responding to SEAH.
- Managers must model ethical behaviour and ensure team members understand this policy.
- The Director/Project Coordinator is the designated PSEAH Focal Point responsible for handling reports and overseeing implementation.

7. Recruitment and Screening

Lovemore Project will:

- Include PSEAH clauses in all contracts.
- Conduct criminal background checks and reference checks for all personnel.
- Use interview questions to screen for attitudes and past behaviour related to PSEAH.

8. Training and Awareness

- All personnel will receive training on PSEAH during induction and annually.
- This policy and reporting procedures will be accessible and regularly reviewed.

9. Reporting SEAH

- All personnel are required to report suspected or actual SEAH incidents immediately.
- Reports can be made confidentially or anonymously to the Director/Project Coordinator (PSEAH Focal Point) or via designated reporting channels.
- The identity of survivors, witnesses, and whistleblowers will be protected.

10. Response Procedures

Lovemore Project will:

- Respond promptly and sensitively to all reports.
- Prioritise survivor safety and consent in any actions taken.
- Refer cases to appropriate authorities where legally required.
- Maintain confidentiality and uphold due process.

11. Survivor Support

- Survivors will be offered referrals to medical, psychosocial and legal support services where available.
- Support will be provided regardless of whether formal investigations proceed.





12. Partner Organisations

- All partners must either have their own PSEAH policy aligned with this one or agree to abide by Lovemore Project's policy.
- Agreements will include PSEAH clauses, and compliance will be monitored.

13. Safe Programming and Communications

- Programs will be designed and delivered to minimise risks of SEAH.
- Consent must be obtained for use of images and stories.
- Content must not be exploitative, sexualised, or misrepresentative.

14. Breaches and Disciplinary Action

- Breaches of this policy may result in disciplinary action, including termination of employment or engagement.
- Criminal behaviour will be reported to appropriate authorities.

15. Monitoring and Review

- This policy will be reviewed every two years or after any serious SEAH incident.
- Lessons learned will be incorporated into future policy updates and training.

16. Related Documents

- Child Safeguarding Policy
- Code of Conduct
- Whistleblower Policy
- Complaints Handling Policy

17. Approval and Endorsement

- Approved by: The Lovemore Project Board
- Effective Date: _____
- Review Date: _____

