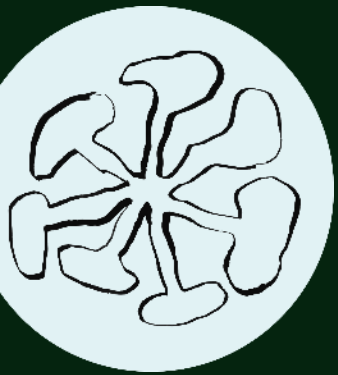


MENTAL HELSE UNGDOM

25.08.2026





Youth Mental Health Norway (YMHN)





PREVENTION OF SEXUAL ABUSE AND EXPLOITATION (PSEA)





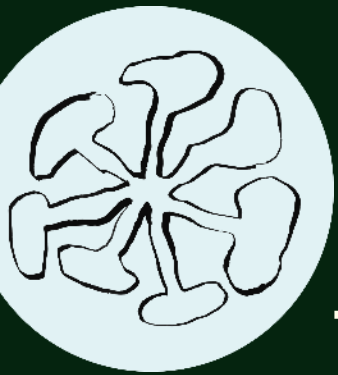
WELCOME !



Introduction to PSEA

- Topics, stories and vocabulary used in this training might be difficult to hear.
- The training may trigger emotional distress. Should you feel uncomfortable, at any moment during this training, take a break/ leave the room
- If you need support after the training, reach out to your Supervisors/ Managers
- If you have any concerns, speak up and ask for help/ guidance





Introduction to PSEA



This training will cover topics involving Sexual Misconduct

This includes Sexual Exploitation (SE), Sexual Abuse (SA), Sexual Harassment (SH)

Examples based on real life situations of cases involving people working in the humanitarian sector. This does not mean that all individuals who work in the field are bad



Introduction to PSEA

Why are you here today?

- i. To learn about the **definition** of sexual exploitation and abuse and how to **recognise** sexual misconduct
- ii. Identify what is **acceptable behaviours** and what is unacceptable behaviour– how you can behave differently
- iii. **Empatise** with victims and support them
- iv. Clarify **your role, responsibilities** and your options when you experience or witness a misconduct





1. Deconstructing: Case Study Analysis
- Read the case of Aisha for 10 minutes
followed by group discussion





- Question 1 Analysing the case study:

- Who holds power?

- Who is the victim?

- Who holds power over the victim? Why?

How?





Exercise 1 : Refer to case questionnaire questions 3 to 6



2. Demystifying power relations

Who holds the power in our work environment?

People with power can vary – supervisors, government, colleagues, military, gender considerations

What do we mean when we say someone has power?

It is the ability to influence or have control.

Can power or vulnerability change?

Yes, power is dynamic. Can be influenced by cultural constructs, environment, community



Who Holds the Power ?

- i. People's different identities could impact how they experience power differently for example disability but also gender identity, sexual orientation, race, religion, etc.
- ii. We all have some power and we can all still be victims of SH based on different identities.



Abdul : POWER

**Position as a relief
workers**

**Has the POWER to
say no**

Edward : POWER

Has status as a relief worker

Has the power to report misconduct

**Aisha : LIMITED
POWER**

She is the victim

Zainab :POWER

**Has peer
influence**





KEY TAKE AWAY MESSAGE

Violence and exploitation are almost always linked to power. Those who have more power can exploit and abuse others.

Those who have the least power are most likely to be exploited and abused.

It is important to bear in mind the context in which this occurs and to realize that this is part of a much larger problem of gender-based violence.



3. What is Sexual Misconduct?

Sexual misconduct is an umbrella term used to describe sexual exploitation, sexual abuse and sexual harassment.



Case study analysis: Is there Sexual Misconduct ? Abdul and Aisha

- What kind misconduct?
- How would you define Sexual Exploitation, Sexual Abuse, Sexual Harassment?



DEFINING SEXUAL EXPLOITATION & ABUSE (SEA)

Sexual Exploitation

“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.”

CORE PRINCIPLES OF SEXUAL EXPLOITATION AND ABUSE (SEA)

SEA is an act that involves gross misconduct and are grounds for termination

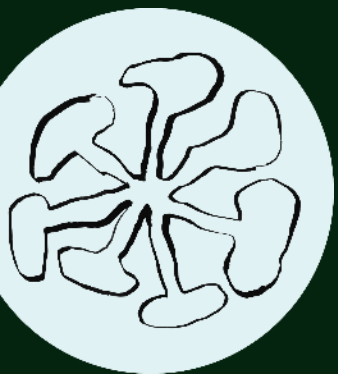
Any form of sexual activity with a child is strictly prohibited REGARDLESS of Local Laws.

Exchanging of favours, money, goods for sex is strictly prohibited.

Sexual relationships with our beneficiaries is strictly prohibited.

You are obligated to report any SEA concerns regarding colleagues.

It is everyone's responsibilities to create a healthy work environment. One that prevents SEA



Question 2

Is there any sexual misconduct involved in the case?

Abdul

Yes

No

Aisha

Yes

No

Zainab

Yes

No

Edward

Yes

No



DEFINING SEXUAL EXPLOITATION (SE)

SE is to use a situation
of power to get sex.

It often involves
exchanging
something for sex or
for sexual favours.

It includes hiring sex
workers, prostitutes
(even if prostitution is
legal in that country)

DEFINING SEXUAL HARASSMENT (SH)

Varied forms and degrees of severity. Includes rape and attempted rape of a work colleague. SH is an act of (sexual) misconduct.

Can be inside or outside of the workplace and work hours, including during official travel or social functions related to work. Can be perpetrated by any colleague, supervisor, peer or subordinate. Can occur between persons of the same or different genders

We must use a victim's centered approach when SH occurs

Have a ZERO tolerance approach towards SH

Case study analysis: Is there Sexual Misconduct ? Abdul and Aisha

- What kind misconduct?
- How would you define Sexual Exploitation, Sexual Abuse, Sexual Harassment?



QUIZ

Case A

Mr. Li works for an International NGO in a local region. He has knowledge that prostitution is legal there. He offers to give money to a beneficiary in exchange for sexual favours.

Is this

Sexual Exploitation (SE)

Sexual Abuse (SA)

Sexual Harassment (SH)



QUIZ Case B

Ms. Aisha works for a local NGO. A colleague of hers sends her texts containing nude photos of women. Aisha does not like this and does not wish to receive these texts.

This is SH

Is this

Sexual Exploitation
(SE)

Sexual Abuse (SA)

Sexual Harassment
(SH)



QUIZ Case C
Mr. Edwards is employed by a Local NGO as a driver. He often shares stories with female colleagues about how he has slept with beneficiaries in exchange of goods and other aid services.

This is SE and SH

Is this
Sexual Exploitation
(SE)
Sexual Abuse (SA)
Sexual Harassment
(SH)



QUIZ Case D

Ms. Zainab has begun a serious relationship with a young beneficiary. She sometimes sends food items to his family. He informs the family that you would like to marry the beneficiary.

Is this

Sexual Exploitation
(SE)

Sexual Abuse (SA)

Sexual Harassment
(SH)

This is SE



Case E

Miss Pamela is a financial officer in a local NGO funded by International Partners. Miss Pamela is also in charge of hiring of local staff. She hires a friend to work as an accountant in the NGO. The donor organisation finds out that Miss. Pamela is in an intimate relationship with the accountant who has been issuing personal checks to Miss. Pamela. Miss. Pamela the accountant that he must not provide this information to anyone. The accountant thinks this is wrong but is afraid to lose his position and keeps quiet.

Is this
Sexual Exploitation
(SE)
Sexual Abuse(SA)
Sexual Harrasment)



4. LEAD BY EXAMPLE

IMPORTANT TO NOTE

- Know what behaviour is expected from you
- Know and understand the core principles of SH
- Differentiate between acceptable and unacceptable behaviour



Case Study 4 : Case of Abdul, Aisha, Zainab and Edward

- Discuss each character and identify their:
 - i. Acceptable behaviour
 - ii. Unacceptable behaviour



Case Study 4 :

Case of Abdul, Aisha, Zainab and Edward

- Aisha : n/a
- Abdul: He is nice and professional to beneficiaries -ACCEPTABLE
He invites Aisha to his house to engage in an intimate relationship-
UNACCEPTABLE
- Zainab: Encourages Aisha, her friend to engage in an intimate relationship with Abdul in exchange of additional services –
UNACCEPTABLE
- Edward: Did not want to get involved. Wants to solve the issue alone.
Did not want to report Abdul: UNACCEPTABLE



LEADING BY EXAMPLE: TESTIMONIALS

- Female: “The last refugee I was consulting was really upset because she needed a job. She was crying so hard, so I held her and that seemed to calm her down. I also gave her a kiss on the forehead, like my mom used to do for me to comfort me. There were no protests. Besides, I said I’d try to help her get a job quickly.”
- Young male: “A colleague, who I know is married, has been working at a non-family duty station far from his family since last year. I recently learned that he is having sexual relationships with a colleague from a partner organization that we work closely with.” Most suitable response: **ACCEPTABLE**

CORE PRINCIPLES OF SEXUAL ABUSE AND EXPLOITATION (SEA)

SEA is an act
gross
misconduct can
result in
termination of
employment

Engaging in
sexual activity
with a minor

Strictly
Prohibited

Exchanging
sex for
goods and
services

Strictly
Prohibited



No sexual
relationship
with
beneficiaries

Strictly
prohibited

Knowledge
of improper
conduct by
colleagues

Must report

Safe
environment

All must create a
safe work place



CORE PRINCIPLES OF SEXUAL HARASSMENT (SH)

Many degrees
and types
including rape
and attempted
rape

Can occur
anywhere
including outside
work, during work
trips

Victims have
right to be
supported by
the
organisation

Victim-centered
approach to be
used to support



V : THE VICTIMS EXPERIENCE

- i. Develop an understanding of the victim experience
- ii. Impact of misconduct on the life of victim
- iii. Why it is important to act on victim allegations



VICTIM EXPERIENCE

- No set rule on how a victim will act. They can show reactions or no reaction
- Reaction may depend on personal circumstances
- Reaction may change over time
- Important to support adopting a victim centered approach

IMPACT OF SEXUAL MISCONDUCT ON VICTIM

- Victim reaction can be influenced by external factors such as
- Age
- Gender
- Social setting
- Previous positive or negative experiences
- Position of power



IMPACT OF SEXUAL MISCONDUCT ON VICTIM

Can cause changes in the victim behaviour and also impact on the victim's larger network, family, community, peers

Victim can present as withdrawn, unpredictable, lethargic, sad, anti-social, passive, violent

Victim can also refuse to accept help, have difficulty in remembering the incident, sleeplessness, hard to concentrate, lose interest in eating or socialising

IMPACT ON THE ORGANISATION

Loss of trust on the organisation leadership

Loss of community trust

Loss of funding

Security risk



IMPACT ON THE VICTIM'S COMMUNITY

Loss of trust in the organisation
Stigma, shame or embarrassment
Drain on resources



IMPACT ON THE VICTIM'S FAMILY/PEERS

Stigma

Loss of trust

Rejection by the community

Breakdown in support systems



VI: REPORTING SEXUAL MISCONDUCT: SPEAKING UP Case study analysis



What do you think the individuals in the case should have done when they met the victim – Aisha?

What do you think they should have done when they become aware of the situation involving Aisha and Abdul?



What impact do you think these actions would have had on the perpetrator?



HOW DO WE BREAK THE BARRIERS TO REPORTING?

SPEAK UP and REPORT to someone you trust
(family, colleagues, supervisors)

Use formal reporting tools in your Organisation –
Human Resources (HR), PSEA Focal point

Reporting is the first step : not that result may not
be what you expect. Organisation must
substantiate the misconduct to take action



REPORTING is our RESPONSIBILITY

SEXUAL EXPLOITATION AND ABUSE : You are **OBLIGATED** to report any concerns if you suspect something



SEXUAL HARASSMENT:
Obligation to report will depend on your organisation's policy.
YMHN partners **MUST** report



- CASE STUDY ANALYSIS:

What do you think the individuals in the case should have done when they met the victim – Aisha?

- What impact do you think these actions would have had on the perpetrator?
- What do you think they should have done when they become aware of the situation involving Aisha and Abdul?



ABDUL:

POSSIBLE ACTION – Say no to Aisha

POSSIBLE IMPACT:

Not committing SEA



- What do you think the individuals in the case should have done when they met the victim – Aisha?
- What impact do you think these actions would have had on the perpetrator?
- What do you think they should have done when they become aware of the situation involving Aisha and Abdul?

ZAINAB

POSSIBLE ACTION:

Not push Aisha

Ask for advice or help

POSSIBLE IMPACT:

Abdul not having an opportunity



- What do you think the individuals in the case should have done when they met the victim – Aisha?
- What impact do you think these actions would have had on the perpetrator?
- What do you think they should have done when they become aware of th

EDWARD

POSSIBLE ACTION:

He could have reported

POSSIBLE IMPACT:

Action could have resulted in disciplinary actions against Abdul



WHAT HAPPENS WHEN YOU DO NOT REPORT MISCONDUCT?

Reporting is the way to report misconduct

It is not about following the 'rules' and 'obligations' – focus is on helping the victims (colleagues, beneficiaries)

Think about the impact if we do Not report

Recognise that it is difficult to take action





Congratulations on completing the
course !

