QUAMED policy on Sexual Exploitation and Abuse Policy

Glossary:

**Sexual exploitation** - any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, threatening, or profiting monetarily, socially or politically from the sexual exploitation of another.

**Sexual abuse** - the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

**Sexual exploitation and abuse also include sexual relations with a child, in any context, defined as: Child - a “human being below the age of eighteen years”**.

**Collaborators** - individuals who work for QUAMED as non-staff members including consultants, Temporary Advisers, Interns, and Volunteers, as well as third party entities such as vendors, contractors or technical partners who have a contractual relationship with QUAMED.

QUAMED’S principles of integrity, accountability, independence, impartiality, respect and professional commitment are documented in its code of conduct.

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1 This policy is developed using the WHO PSEA policy as an example and inspiration.
QUAMED has no tolerance for physical violence and sexual harassment.

The objective of this policy is to address the behavior of QUAMED staff and collaborators towards third parties and to protect vulnerable populations in the countries where QUAMEmand开展活动，以防止QUAMED员工和合作者对受保护的国家中的受益群体进行性侵犯和虐待，以确保QUAMED活动的正直。

To this end,

- QUAMED prohibits sexual exploitation and abuse and considers such acts as serious misconduct, which may constitute grounds for disciplinary sanctions, including summary dismissal, and criminal proceedings.

- QUAMED prohibits any acts of sexual abuse or sexual assault as illustrated in the examples shown in the figure in the glossary and forbids the exchange of money, employment, goods, assistance or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour towards the beneficiary populations in the countries WHO serves.

- QUAMED strictly forbids sexual activity with children (persons under the age of 18), regardless of the local age of consent or majority. Mistaken belief regarding the age of a child is not a defense.

- Staff or collaborators who deliver professional health services directly to beneficiaries have a duty not only to abstain from having sexual relationships with the people who receive their services, but also to report any instance where they may suspect or detect signs of sexual exploitation or abuse by virtue of the nature of their function.

- Any suspicion of sexual exploitation and abuse must be reported immediately to a member of QUAMED’s board of director.

- QUAMED is committed to informing and educating partners about the Sexual Exploitation and Abuse Prevention and Response Policy and holding them to international standards.

- The issue of sexual exploitation and abuse will be integrated into information campaigns, trainings and meetings with beneficiary populations wherever possible.