



Grand Challenges Canada®
Grands Défis Canada

Humanitarian Relief Guidelines under the Code of Conduct and Anti-Harassment Policy (the “Code”)

Summary

Grand Challenges Canada (“GCC”) has a zero-tolerance policy for any abuse, bullying, harassment, sexual harassment, sexual exploitation, discrimination or other inappropriate conduct. These guidelines (“Guidelines”) provide further guidance under the Code for the protection of beneficiaries of assistance from sexual exploitation and abuse in humanitarian relief operations.

Principles

All workers engaging in humanitarian relief operations, indirectly or directly, such as GCC and GCC Representatives (defined in the Code) will adhere to the following principles in carrying out such work:

1. Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment.
2. Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief regarding the age of a child is not a defence.
3. Exchange of money, employment, goods, or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour is prohibited. This includes exchange of assistance that is due to beneficiaries.
4. Any sexual relationship between those providing humanitarian assistance and protection and a person benefitting from such humanitarian assistance and protection that involves improper use of rank or position is prohibited. Such relationships undermine the credibility and integrity of humanitarian aid work.
5. Where a humanitarian worker develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same agency or not, he or she must report such concerns via established agency reporting mechanisms.
6. Humanitarian workers are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Managers at all levels have particular responsibilities to support and develop systems which maintain this environment.

If you are unsure of who to contact for questions about these Guidelines, please email: info@grandchallenges.ca for additional assistance.