

# AFROLEADERSHIP SELF-ASSESSMENT ON PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE

TABLE 1: Capacity Assessment- Standards

Standard	Yes	No	Supporting documentation may include
<p><b>1: Organizational Policy</b></p> <p><u>Required:</u> The organization has a policy document on PSEA. At a minimum, this document should include a written undertaking that the partner accepts the standards in ST/SGB/2003/13.</p> <p><b>(UN IP Protocol para 15 &amp; Annex A.4)</b></p> <p>Refer: <a href="#">PSEA Toolkit</a> Section 4.2.1. Policies</p>	<input checked="" type="checkbox"/> 1 point	<input type="checkbox"/> 0 point	<input checked="" type="checkbox"/> Code of Conduct (internal or interagency) <input checked="" type="checkbox"/> PSEA policy <input checked="" type="checkbox"/> Documentation of standard procedures for all personnel to receive/sign PSEA policy <input checked="" type="checkbox"/> ToR (e.g. PSEA-related responsibilities) <input checked="" type="checkbox"/> Other (please specify):

Standard	Yes	No	N/A	Supporting documentation may include
<p><b>2: Organizational Management</b></p> <p><u>Required:</u> The organization’s contracts and partnership agreements include a standard clause requiring subcontractors, to adopt policies that prohibit SEA and to take measures to prevent and respond to SEA.</p> <p>If the partner does not have subcontractors, the partner can self-rate with “n/a”.</p> <p><b>(UN IP Protocol para 11; 15; &amp; Annex A.1)</b></p> <p>Refer: <a href="#">PSEA Toolkit</a> Section 4.2.2. Procedures</p>	<input checked="" type="checkbox"/> 1 point	<input type="checkbox"/> 0 point	<input type="checkbox"/> 1 point	<input checked="" type="checkbox"/> Contracts/partnership agreements for sub- contractors <input checked="" type="checkbox"/> Other (please specify):

Standard	Yes	No	Supporting documentation may include
<p><b>3: Human Resources Systems</b></p> <p><u>Required:</u> There is a systematic vetting procedure in place for job candidates through proper screening. This must include, at minimum, reference checks for sexual misconduct and a self- declaration by the job candidate requesting that they confirm that they have never been subject to sanctions (disciplinary, administrative or criminal) arising from an investigation in relation to SEA, or left employment pending investigation and refused to cooperate in such an investigation.</p> <p><b>(UN IP Protocol para 11; 15; &amp; Annex A.2)</b></p> <p>Refer: <a href="#">PSEA Toolkit</a> Section 4.2.2. Procedures</p>	<input checked="" type="checkbox"/> 1 point	<input type="checkbox"/> 0 point	<input checked="" type="checkbox"/> Reference check template including check for sexual misconduct (including reference from previous employers) <input checked="" type="checkbox"/> Self-declaration from candidates <input checked="" type="checkbox"/> HR Contracts with a PSEA clause <input checked="" type="checkbox"/> Code of Conduct with PSEA <input checked="" type="checkbox"/> Recruitment procedures <input checked="" type="checkbox"/> Other (please specify):
Comments: <a href="http://www.afroleadership.org/psea-norms">www.afroleadership.org/psea-norms</a>			

Standard	Yes	No	Supporting documentation may include
<p><b>4: Mandatory Training</b></p> <p><u>Required:</u> The organization holds mandatory trainings (online or in- person) for all personnel on PSEA and relevant procedures. The training should include: 1) a definition of SEA (that is aligned with the <a href="#">UN's definition</a>); 2) explanation on prohibition of SEA; and 3) actions that personnel are required to take (i.e. prompt reporting of allegations and referral of victims).</p> <p><b>(UN IP Protocol para 17 &amp; Annex A.5)</b></p> <p>Refer <a href="#">PSEA Toolkit</a> Section 4.3.1. Training</p>	<input checked="" type="checkbox"/> 1 point	<input type="checkbox"/> 0 points	<input type="checkbox"/> Annual training plan <input type="checkbox"/> Training agenda <input type="checkbox"/> Training package <input type="checkbox"/> Attendance sheets <input checked="" type="checkbox"/> Training certificates <input type="checkbox"/> Other (please specify):
Comments: <a href="http://www.afroleadership.org/psea-norms">www.afroleadership.org/psea-norms</a>			

Standard	Yes	No	Supporting documentation may include
<p><b>5: Reporting</b></p> <p><u>Required:</u> The organization has mechanisms and procedures for personnel, beneficiaries and communities, including children, to report SEA allegations that comply with standards for reporting (i.e. safety, confidentiality, transparency, accessibility).</p> <p><b>(UN IP Protocol para 19 &amp; Annex A.3)</b></p> <p>Refer <a href="#">PSEA Toolkit</a> Section 4.3.2. Awareness-raising and Section 5.2. Reporting Mechanisms</p>	<input checked="" type="checkbox"/> 1 point	<input type="checkbox"/> 0 point	<input checked="" type="checkbox"/> Description of reporting mechanism <input checked="" type="checkbox"/> Participation in joint reporting mechanisms <input checked="" type="checkbox"/> Internal Complaints and Feedback Mechanism <input checked="" type="checkbox"/> Whistle-blower policy <input checked="" type="checkbox"/> Communication materials <input checked="" type="checkbox"/> PSEA awareness-raising plan <input checked="" type="checkbox"/> Other (please specify):
	Comments: <a href="http://www.afroleadership.org/psea-norms">www.afroleadership.org/psea-norms</a>		

Standard	Yes	No	Supporting documentation may include
<p><b>6: Assistance and Referrals</b></p> <p><u>Required:</u> To be consistent with the IP Protocol and other UN SEA instruments, the organization has a system to refer SEA victims to available support services available locally, based on their needs and consent. This can include active contribution to in-country PSEA networks and/or GBV systems (Where applicable) and/or referral pathways at an interagency level.</p> <p><b>(UN IP Protocol para 22.d.)</b></p> <p>Refer <a href="#">PSEA Toolkit</a> Section 6.2. Assistance and Referrals</p>	<input checked="" type="checkbox"/> 1 point	<input type="checkbox"/> 0 point	<input checked="" type="checkbox"/> Internal or Interagency referral pathway <input checked="" type="checkbox"/> List of available service providers <input checked="" type="checkbox"/> Description of referral or Standard Operation Procedure (SOP) <input checked="" type="checkbox"/> Referral form for survivors/victims of GBV/SEA <input checked="" type="checkbox"/> Guidelines on victim assistance and/or training on GBV and GBV case management principles <input checked="" type="checkbox"/> Other (please specify):
	Comments: <a href="http://www.afroleadership.org/psea-norms">www.afroleadership.org/psea-norms</a>		

Standard	Yes	No	Supporting documentation may include
<p><b>7: Investigations</b></p> <p><u>Required:</u> The organization has a process for investigation of allegations of SEA and can provide evidence. This may include a referral system for investigations where in house capacity does not exist.</p> <p><b>(UN IP Protocol para 20, 23 and 24, &amp; Annex A.6)</b></p> <p>Refer <a href="#">PSEA Toolkit</a> Section 7.2. Investigation Procedures.</p>	<input type="checkbox"/> 1 point	<input checked="" type="checkbox"/> 0 point	<input type="checkbox"/> Written process for review of SEA allegations <input type="checkbox"/> Dedicated resources for investigation(s) and/or commitment of partner for support <input type="checkbox"/> PSEA investigation policy/procedures <input type="checkbox"/> Contract with professional investigative service <hr/> <input type="checkbox"/> Undertaking of confidentiality <input type="checkbox"/> Other (please specify):
	Comments:		

Standard	Yes	No	No allegation	Supporting documentation may include
<p><b>8: Corrective Action</b></p> <p><u>Required:</u> The organisation has taken appropriate corrective action in response to SEA allegations, if any.</p> <p>If the partner has not had any past SEA allegations the partner can self-rate with “No allegation”.</p> <p><b>(UN IP Protocol para 20, 22.a., &amp; Annex A.6)</b></p>	<input type="checkbox"/> 1 point	<input type="checkbox"/> 0 point	<input checked="" type="checkbox"/> 1 point	<input type="checkbox"/> Evidence of implementation of corrective measures identified by the UN partner entity, including capacity strengthening of staff. <input type="checkbox"/> Specific measures to identify and reduce risks of SEA in programme delivery. <input type="checkbox"/> Other (please specify):
	Comments:			

Rating of PSEA Capacity Meets must standards support required	
<b>GRAND TOTAL</b>	<b>7</b>
<b>PSEA organizational capacities</b>	<b>7</b>

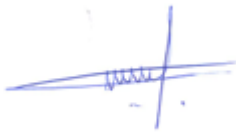
PSEA Assessment of [Name of the IP]: **AFROLEADERSHIP**

Assessment completed by (UN Entity/ies): **AFROLEADERSHIP TEAM**

Name and functional title of person completing: **Jean Claude KRYOS N**

Email address : **claudekryos@gmail.com**

Signature:



Date of Assessment: **09/02/2024**