

April 7 - 8, 2022

SEA/SH and HT Training for RMI WB Projects Personnel

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Objectives

- What is GBV, SEA, SH and HT
- What projects can do to prevent and respond to GBV/SEA/SH/HT
- Standards of conduct regarding SEA/SH, obligations, and consequences of breaches of the Code of Conduct
- The Referral Pathway for case reporting
- Services available for survivors of GBV in RMI

Content

- Introductions
- International, regional and national commitments of RMI, and SEA/SH definitions, issues, and impacts
- WB GPN and the results of community mapping of high-risk SEA/SH in current RMI-WB projects
- Project requirements under the SEA/SH Prevention and Response Framework and the Code of Conduct, including the consequences of non-compliance
- CIU, PIUs and IAs responsibilities regarding SEA/SH
- SEA/SH Referral Pathway, survivor centred approach and services available.

4. International and Regional Commitments

- UN CEDAW
- Beijing Platform for Action 1995 and Review Conferences
- UN SDGs (GE Goal 5) and UN Pacific Strategy 2018-2022
- UN Pacific Strategy 2018-2022, Outcome 2 - GE
- Pacific Leaders' Gender Equality Declaration (PLGED 2012)
- The Asia-Pacific Declaration on Advancing Gender Equality and Women's Empowerment: Beijing+25 Review, December 2019
- Pacific Framework for the Rights of Persons with Disabilities (PFRPD) 2016 - 2025

5. National Commitments

RMI Government has ratified:

1. Convention on the Rights of the Child (CRC), in 1993 and Optional Protocol, 2019.
2. Convention on the Elimination of Discrimination against Women (CEDAW) in 2006 and the Optional Protocol in 2019.
3. Convention against Transnational Organized Crime (UNTOC) in 2011 and
4. Convention on the Rights of Persons with Disabilities in 2015.

6. National Commitments

-Human Rights Act 2015, Gender Equality Act from 2019 and Rights of Persons with Disabilities Act from 2015

-Pacific Women 14th Conference GBV Recommendations May 2021

-Domestic Violence Protection and Prevention Act 2011 and amended 2018 which can be committed by a family member toward another family member.

Under the RMI DVPP Act an act of domestic violence is when a person

- 1) assaults a family member
- 2) psychologically abuses or intimidates a family member
- 3) sexually assaults a family member
- 4) economically abuses a family member
- 5) continuously and unlawfully restrains the freedom of movement of a family member
- 6) stalks a family member
- 7) unlawfully behaves in an indecent manner to a family member; or
- 8) unlawfully damages or causes damage to a family member's property.

It could also be any person who counsels or procures another to commit any of the above and any person who threatens to commit any of the acts above.

Domestic violence can be reported to the police. The police can charge a perpetrator and assist the survivor to get a protection order from the court to tell the perpetrator that they cannot use violence.

7. What is GBV?

Gender-based violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (i.e. gender) differences between males and females. It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty.

Domestic Violence is violence committed by someone in the `survivor's domestic circle. This includes partners and ex-partners, immediate family members, other relatives and family friends. The term 'domestic violence' is used when there is a close relationship between the offender and the victim.

Intimate Partner Violence (IPV), is any pattern of behaviour that is used to gain or maintain power and control over an intimate partner. This includes: physical, economic, psychological, emotional, sexual and cultural and spiritual violence.

Gender Discrimination

+

Abuse of Power

+

Lack of Respect for
Human Rights

=

GBV

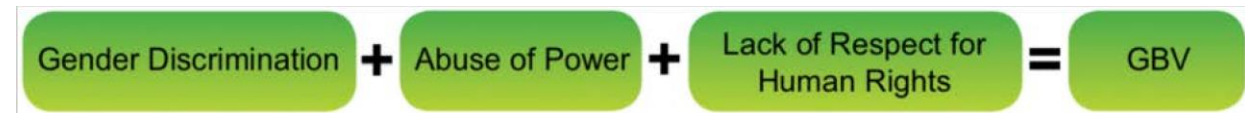
8. What is SEA?

Sexual Abuse is the **actual or threatened physical intrusion of a sexual nature**, whether by force or under unequal or coercive conditions. All sexual activity with a minor is considered as sexual abuse.

Sexual Exploitation means any **actual or attempted abuse of 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.

In the context of World Bank supported projects, project beneficiaries or members of project-affected communities may experience SEA.

Adapted from WB GBV/SEA Training and Inka Schomer



Sexual Abuse

Any actual or threatened sexual contact by force or through intimidation.

Example from Ms.Tessa Walsh IEC materials on GBV and HT for the Pacific.

Examples of sexual abuse include:

Touching
someone's sexual
body parts without
consent

Forcing someone to
have sex

Filming a sexual act
without consent

Sharing images / videos
of a sexual act with
someone without
consent

I was raped by a worker from outside the community who stayed in a house next to mine. After the incident the perpetrator left the community.

Sexual Exploitation

Any actual or attempted abuse of a position of power or trust for sexual purposes.

Example from Ms. Tessa Walsh IEC materials on GBV and HT for the Pacific.

It is **sexual exploitation** if a worker exchanges sex for:

Food	Clothes	Money	Shelter	School fees
School books	School uniforms	Rent	Goods	Opportunities

Even if a woman / girl / child 'consents' to the exchange, it is still sexual exploitation.

He promised to help me with the school items I needed. He gave me money regularly to buy books and shoes. I agreed to have sex with him because he threatened to withdraw the support.

I started selling prepared food to the workers. The men would promise to pay their bill later. When I heard that they were leaving, I went to ask for the money I was owed. I spoke to a worker. He asked me to come inside the house. He said, 'if you sleep with me, I will pay you.' After we had sex, I was paid for the debt.

11. What is SH and

GBV Service Provider?

Sexual harassment is any **unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another** when such conduct interferes with work, *perpetrated by any workers against fellow workers*. It can also occur by sexually harassing another person in or around the Project Site, including the local community.

GBV Service Provider is an organization offering specific services for GBV survivors, such as **health services, psychosocial support, shelter, legal aid, safety/security services, etc.**

Sexual Harassment

Any unwelcome behaviour of a sexual nature.

In WB-financed operations/projects, sexual harassment occurs within the context of the company of a subcontractor or contractor and relates to employees of the company experiencing unwelcome sexual advances or requests for sexual favours or acts of a sexual nature that are offensive and humiliating among the same company's employees.

Sexual harassment can be:

Verbal
and
Written

Sexual
language

Repeated
unwanted
social
invitations

Whistling

Non-
verbal

Showing sexual
pictures
including online

Staring

Sexual hand
or body
gestures

Physical

Uninvited
touching

Standing
close to
someone

Threats of or
actual sexual
assault

Ex. A project worker sends sexually explicit text messages to a co-worker.

A project worker leaves an offensive picture that is sexually explicit on a co-worker's desk.

A project worker asks all female employees to greet him with a kiss on the cheek every day before work.

Sexual Harassment

Any unwelcome behaviour of a sexual nature.

Example from Ms. Tessa Walsh IEC materials on GBV and HT for the Pacific.

Sexual harassment occurs in the:

Workplace

- Sexually harassing another project worker.

Project Sites

- Sexually harassing another person in or around the Project Site, including the local community.

Workplace Sexual Harassment

Example adapted from Ms. Tessa Walsh IEC materials on GBV for the Pacific.

Requesting sexual favors in exchange for:

- Employment / continued employment.
- Promotion.
- Positive performance review.
- Assignments.

Where rejection of a sexual advance results in:

- Loss of employment.
- Loss of promotion.
- Negative performance review.
- Loss of assignments.

A male worker and female worker work together on site. The man always stands very close the woman. Sometimes he touches her on her shoulder or back.

She moves away from him when he does this, but he keeps touching her.

15. What is HT? and CAE?

Human Trafficking: The act of recruiting, transporting, transferring, harbouring or receiving a person within the RMI or across international borders by means of abduction, threats, coercion, fraud, deception, threats to abuse the legal system or some other form of power, or by giving or receiving payments to achieve consent for purpose of exploitation’.

The risk of HT is present at the moment only for the MIMIP project in the RMI.

Child: Under the UN Convention on the Rights of the Child (1989), a child means every human being below the age of 18 years.

Child Abuse/Exploitation (CAE) - Abuse and Exploitation need to be understood in relation to personal values, cultural and community standards and international standards. **Abuse of a child include physical neglect or abuse, emotional, and sexual abuse.**

Sexual Contact with Anyone Under the Age of 18

Example from Ms. Tessa Walsh IEC materials on GBV for the Pacific.

For World Bank projects a child is anyone under the age of 18, regardless of the laws in RMI.

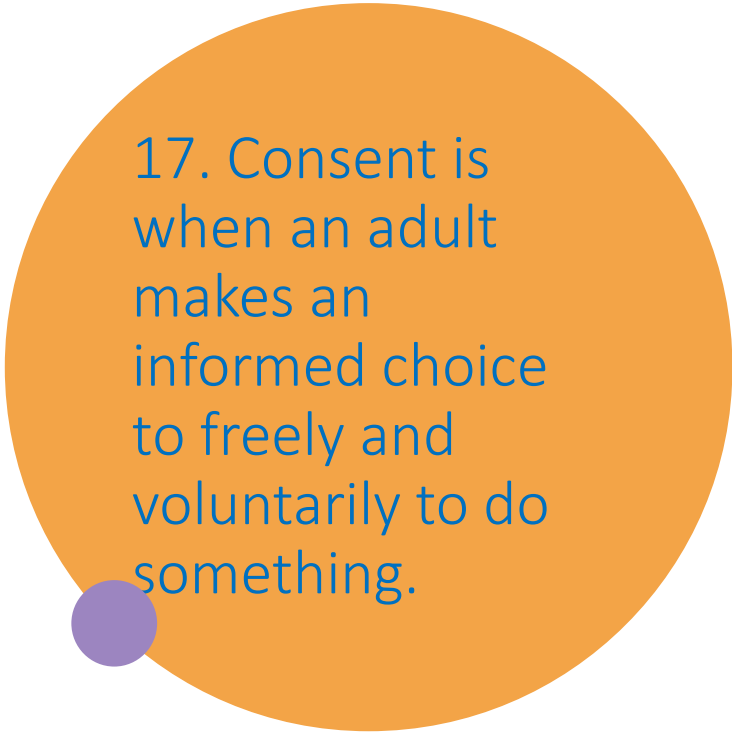
Workers are prohibited from any sexual contact or activity with anyone under the age of 18. The only exception is in the case of an existing marriage:




If a worker is legally married to a child under the age of 18 at the time of starting their employment on WB Project, sexual contact or activity with their spouse is not a violation of the Code of Conduct.



If a worker has sexual contact or activity with a child under the age of 18 after commencing employment on WB Project, this is a violation of the Code of Conduct.



17. Consent is when an adult makes an informed choice to freely and voluntarily to do something.



SEA and SH arise when the consent is not voluntarily and freely given. There is no consent when there are:

- Threats, force, intimidation, violence, abduction, fraud or lies.
- Threats to withhold a benefit that the person is entitled to.
- Promises made to the person to provide a benefit.

Consent to sexual activity cannot be given by a child – anyone under the age of 18.

18. Some examples

to spot the SEA/SH

1. A male worker tells a young woman in the community that he is lonely away from his family.

He asks her to keep him company.

The young woman feels sorry for the man and agrees to meet him.

After the meeting, the young woman decides that she does not want to see him alone again.

When he asks to meet her again, she says no.

He keeps asking her over and over again to meet her.

2. One of the male workers is interested in one of the women in the community and he asks her to meet him.

She tells him that she does not want to meet him, and he does not ask her again.

3. There are young women who regularly walk past the project site.

Most of the male workers stop working as they walk past and watch them.

Sometimes the male workers call out to the women and ask them to talk to them. The women walk past without stopping.

19. Some examples

to spot the SEA/SH

4. In the night, a male worker goes to the house of a woman in the community.

He calls out to her to come out and he knocks on the door.

When she does not come, he looks through the window.

5. A young male worker who is not married has been spending a lot of time with a young woman in the community who is not married and who likes spending time with him. He walks with her to church and eats with her family.

6. A male worker has been spending time with a woman from the community on the weekends.

One afternoon while together alone, the male worker starts to remove the woman's clothes.

She tells him not to take off her clothes and moves his hand away.

He continues taking off her clothes. She is silent and does not move. He has sex with her.

7. A male worker and a woman from the community have had consensual sex in the past.

They meet up again and when the man starts kissing her, she tells him to stop.

He does not think she means it because they have had sex before, so he does not stop and has sex with her.

20. World Bank

Good Practice Note for SEA/SH and the risk rating

According to the WB Good Practice Note for SEA/SH, the SEA/SH risk score is calculated on a scale of 0 to 25: where projects that score 0- 12.25 are considered 'Low' risk; projects that score 12.5-16 are considered 'Moderate' risk, projects that score 16.25-18 represent a 'Substantial' risk, and project that score 18-25 are considered 'High' risk projects.

The WB SEA/SH Risk Assessment Tool helps Task Teams understand the issues and risks of SEA/SH in the project areas. It takes into consideration both project-specific details, such as labour influx levels, as well as the country context where the project takes place.

In determining the appropriate risk classification, the Bank takes into account relevant issues, *such as the type, location, sensitivity, and scale of the project; the nature and magnitude of the potential environmental and social risks and impacts; and the capacity and commitment of the Borrower* (including any other entity responsible for the implementation of the project) to manage the environmental and social risks and impacts in a manner consistent with the ESSs.

21.

Community
Mapping

for WBP

and risk
areas

MIMIP – Marshall Islands Maritime Investment Project	<ul style="list-style-type: none">- Majuro - Delap- Majuro – Uliga- Ebeye- Jaluit- Wotje and- Arno	Substantial
SeDeP – Sustainable Energy Development Project	<ul style="list-style-type: none">- Majuro- Ebeye,- Jaluit,- Wotje- Rongrong- Santo and- Arno (renewable energy project still to undergo feasibility study)	Low
PROPER - Marshall Islands Pacific Region Oceanscape Programme	<ul style="list-style-type: none">- Bikar and- Bokak atolls in northern Marshall Islands	Low

Community Mapping

for high-risk areas

PREP II – Pacific Resilience Project II	<ul style="list-style-type: none">- Majuro- Ebeye and- Some outer islands	Moderate
PFM – Strengthen Budget Execution and Financial Reporting System	<ul style="list-style-type: none">- Majuro and- Ebeye	Low
ECD II – Multisectoral Early Childhood Development Project Phase II	<ul style="list-style-type: none">- Majuro- Ebeye and- Some of the outer islands	Substantial

Community Mapping

for high-
risk areas

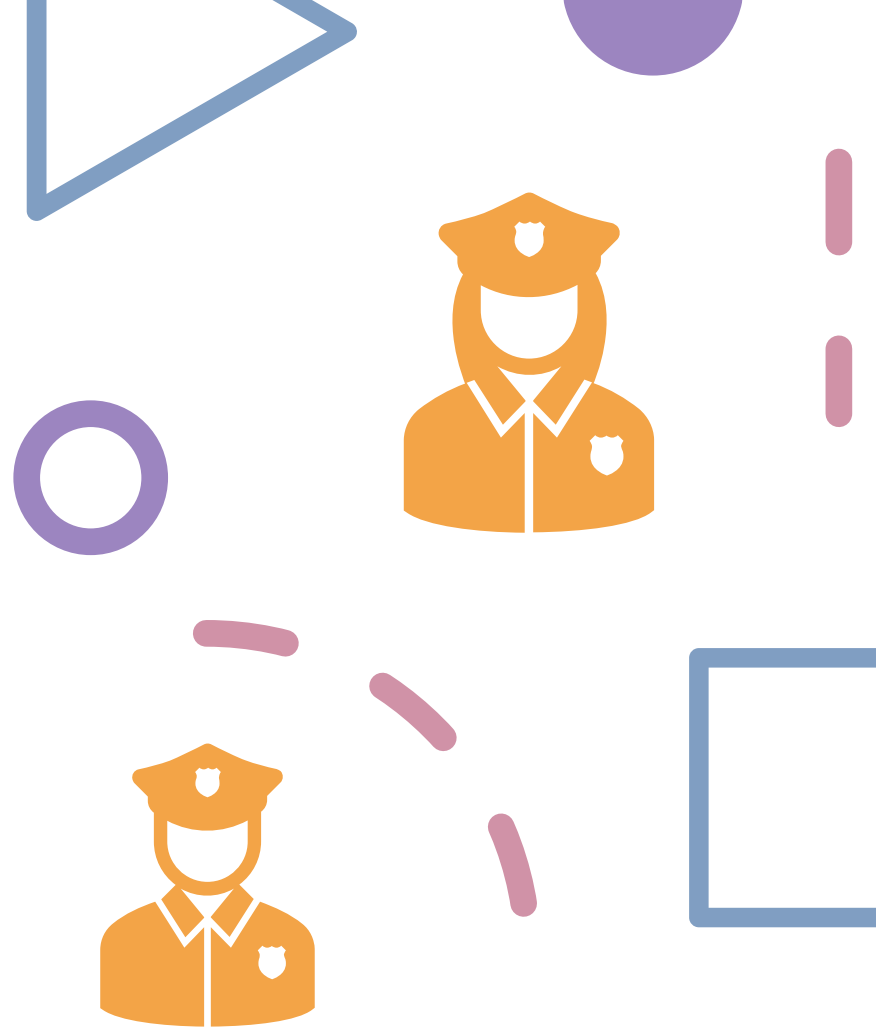
ESSP – RMI Education and Skills Strengthening Project	<p>Majuro Ebeye Jaluit Wotje Rongrong Santo and Arno and others</p> <p>And where secondary education is offered: Majuro Kwajalein (Ebeye) Jaluit, and Wotje</p>	Moderate
RMI Digital	Majuro and Ebeye In all outer islands and online	Low

Sexual exploitation and abuse
and some forms of sexual
harassment are crimes in
RMI.

These crimes can be reported
to the police.

The project will not interfere
with police investigations.

Example from Ms.Tessa Walsh IEC materials on GBV for the Pacific.



25. Key Elements of the Code of Conduct

Standards of conduct for project related staff

- Clear language defining the scope of the CoC
- Identifies the behaviour that the contractor requires from all Contractor's Personnel
- Unsafe, offensive, abusive, or violent behaviour will not be tolerated
- Clear definitions for different forms of GBV that the project might exacerbate according to the national law (e.g., GBV, SEA/SH, HT and CAE) and what is prohibited
- The CoC applies to management, workers, suppliers and contractors
- Explicit commitment to comply with the CoC standards and understand worker's roles and responsibilities to prevent and respond to SEA/SH

26. Key Elements of the Code of Conduct

Encouraged behaviors

- Comply with the CoC and all RMI laws, regulations, and other requirements
- Consent to a background check
- Attend training courses related to ESHS, OHS, and SEA/SH as requested by the employer
- Carry out duties competently and diligently
- Avoid and declare any conflicts of interests
- Ensure the proper use of all worksites
- Maintain safe working environment at all times
- Treat all members of the community(ies) and any affected person(s) with respect, including to respecting their religion, culture, beliefs, and traditions
- Ensure protection and safety of children under the age of 18 at all times.
- Taking appropriate caution when photographing or filming children for work-related purposes

27. Key Elements of Code of Conduct (continued)

Restricted behaviors

- Not consume alcohol or use of narcotics, drugs or other substances
- Not discriminate against any person based on family status, ethnicity, race, gender, sexual orientation and identity, age, language, religion, marital status, political or other opinion, national origin, disability, health, or other status
- Not use language or inappropriate behavior toward any person
- Not perpetrating any form of physical or sexual violence
- Not exploit or sexually exploit or abuse any person (SEA), not engage in any form of sexual harassment (SH)
- Not engage in sexual favors with any Contracted Worker or members of the community.
- Not use prostitution in any form at any time, not engage in rape, sexual assault and HT

28. Key Elements of Code of Conduct (continued)

Consequences for non- compliance

Any violation of the Code of Conduct may result in serious consequences up to and including termination and possible referral to legal authorities such as

- **Informal or formal warning**
- **Additional training**
- **Loss of up to a salary for a period of time**
- **Suspension of employment (without payment of salary), for a period of time (one to six months)**
- **Termination of employment**
- **Report to the police or other relevant authorities.**

Grievance Redress Mechanism - GRM

-Grievance mechanism is to be provided for all direct workers and contracted workers (and, where relevant, their organizations) to raise workplace concerns as stated in WB ESS2 and in ESS10.

The process of making a complaint and ensuring that it is fully investigated and addressed is called a **Grievance Redress Mechanism** (or GRM). The usual purpose of the GRM is to ensure that:

- the rights and interests of everyone affected by a Project are protected
- any concerns about a Project during pre-design, design, implementation and post implementation phases are addressed in a fair, timely and effective manner
- any complaint about an attitude or a behavior of a Project staff, consultants, contractors and implementing agencies is fully investigated and addressed, and
- a Project adjusts and improves in response to people's concerns and feedback aimed at preventing any further issues.

A project with a substantial and high risk can use two different pathways GRM approach, one for general issues complaints and one for serious and/or sensitive issues with possible involvement of state agencies such as the police and/or service providers.

Grievance Redress Mechanism - GRM

- Covers the entire duration of the project because questions, concerns or complaints can arise at any time
- Deals with project related matters and can be used by an individual or by a group of people who have concerns about how the project is impacting their lives
- Grievances can be raised in an open or anonymously manner when the identity of person/people who make the complaint will be kept confidential and all documentation related to the complaint will be kept in a secure location that can only be accessed usually by a Project Manager
- To avoid conflicts of interest, people can raise their concerns with someone they are not personally know and can choose whether to talk with a man or a woman (especially in GBV/SEA/SH cases)
- Each project chooses who will be in charge for the GRM process to operate well and that person is called designated contact person or DCP (usually the project manager who also is responsible for regular reporting of all grievances to the RMI Government and to the World Bank (each project should also have a reporting system in place with names kept confidential)

Grievance Redress Mechanism - GRM

- If a concerned person is unsure who to contact, he/she can seek information or raise grievances with any staff involved in project implementation who should immediately direct the person to the appropriate party for resolution
- GRM should resolve the issues/problems in the most efficient and effective way. This should be done in in collaboration where other agencies are involved.
- The GRM is not a substitute for legal remedy or other resolution mechanisms and does not preclude the aggravated party to seek other remedy also in legal proceedings where the project GRM will not interfere
- The GRM also provides important information about how the project is being implemented and whether there are needs for improvements based on the complaints that arise.

Grievance Redress Mechanism - GRM

The grievance redress mechanism may include

- (a) Different ways in which users can submit their grievances, which may include submissions in **person, text message, mail, e-mail or via a web site**;
- (b) A log where grievances are registered in writing and maintained as a database;
- (c) Publicly advertised procedures, setting out the length of time users can expect to wait for acknowledgement, response and resolution of their grievances and
- (d) Transparency about the grievance procedure, governing structure and decision makers.

The usage of mediation is also as an option where users are not satisfied with the proposed resolution. **The GRM applies to all aspects of the project, not just GBV.**

PART A: Prevention:

Outcome 1: *Safe and accessible reporting: Every affected child and adult from the WBP Projects in RMI has access to a safe, gender and child-sensitive pathways to report SEA/SH which are appropriate to the context and are accessible to the potentially vulnerable people (with 2 outputs)*

Outcome 2: *Contractors completing works under a WBP Project in RMI, adopt a Code of Conduct that is signed by all Contractors' Workers that prohibits SEA/SH, child abuse and exploitation (CAE) and HT (with 4 outputs)*

Response:

Outcome 3: *Quality survivor assistance: Every child and adult complainant / survivor is offered immediate, quality assistance (medical care, psychosocial support, legal assistance, reintegration support) (with 4 outputs)*

Outcome 4: *Accountability and investigation: Every child and adult survivor of SEA/SH and/or HT who is willing to report has his/her case investigated in a prompt, safe, and survivor-centred way*

PART B

Outcome 5: SEA/SH and/or HT Country-Level Structure

The PIUs with their DCPs for SEA/SH and/or HT are supported at senior management and technical levels to lead, oversee, and deliver on the above 4 SEA/SH/HT/CAE Outcomes for WB portfolio projects in RMI (with 4 outputs).

It is proposed that a GBV Task Force for all WBP in RMI is established and a new full-time position - GBV Specialist established with specific skills (e.g. supervise signing of CoCs, verify working GRM for SEA/SH is in place, refer cases where needed) and work across the portfolio with GBV service providers as entry points into service provision to raise awareness of the GRM and the Referral Pathway (for moderate/ substantial/ high risks).

35. CIU responsibilities regarding SEA/SH

CIU is responsible for:

- **Confidential record keeping and collated reports on GBV/SEA/SH and HT complaints**
- **Contracting WUTMI to provide training to Contractors Workers on the CoC and coordinating with them to provide services and emergency accommodation if needed**
- **Engaging a GBV/SEA/SH Consultant to design and deliver training(s), coordinating and participating in GBV/SEA/SH training(s)**
- **Supporting PIUs in**
 - 1.coordinating community awareness on the GBV/SEA/SH and HT components of the CoC and GRM with the Referral Pathway and in
 - 2.developing IEC materials on GBV/SEA/SH and/or HT parts of CoC
- **Supporting PIUs in establishing and managing the GRM Referral Pathway for GBV/SEA/SH and/or HT related to the Project**

36. PIUs responsibilities regarding SEA/SH

PIUs are responsible for:

- Ensuring that **all Contractors have a CoC with specific clauses prohibiting SEA/SH and HT** signed by all Contractors' Workers and monitoring its ongoing compliance
- Assisting in **coordinating training of all Contractors' Workers**
- **Developing IEC materials on SEA/SH and HT (with CIU assistance) and displaying them at Project Sites, Worker accommodation and communities interacting with workers**
- Assisting in **coordinating community awareness on the SEA/SH and HT components of the CoC, GRM and the Referral Pathway and using the Prevention and Response Framework for SEA/SH**
- Assisting in **coordinating induction training for all Direct Workers** employed or engaged directly by the Project to understand SEA/SH requirements
- Conducting audit if all projects' facilities are safe and accessible for women and include any required adaptations in upgrade the infrastructure**
- **Assisting in awareness with women participating in activities** to ensure they know their right to be free from harassment and violence **and with men** (in order to increase men's support for affirmative action for women in the WBP projects)
- **Participating in the Referral Pathway for SEA/SH and HT** related to the Projects when/if a complaint is made and **coordinating and participating in training on receiving and handling complaints of SEA/SH and HT.**

IAs are responsible for:

- **Ensuring that they have a CoC with specific clauses on SEA/SH and HT that is signed by all Contractors' Workers**
- **Assisting in coordinating training of all Contractors' Workers on the SEA/SH components of the CoC**
- **Monitoring compliance with and reporting on the implementation of the CoC to DCPs, PIUs and CIU**
- **Participating in training(s) on receiving and handling complaints of SEA/SH and HT**

38.Survivor Centered Approach

In facilitating a survivor- centred approach, stakeholders assist the survivor:

- be treated with dignity and respect instead of being exposed to victim-blaming attitudes.
- choose the course of action in dealing with the violence instead of feeling powerless.
- privacy and confidentiality instead of exposure.
- non-discrimination instead of discrimination based on gender, age, race/ ethnicity, ability, sexual orientation, HIV status or any other characteristic.
- receive comprehensive information to help them make their own decision instead of being told what to do.

39. Survivor Centered Approach

Use of the Survivor-Centered Approach:

Respect: All actions taken are guided by respect for the survivor's choices, wishes, rights and dignity.

Safety: The safety of the survivor is the number one priority.

Confidentiality:
People have the right to choose to whom they will or will not tell their story.
Maintaining confidentiality means not sharing any information to anyone.

Non-discrimination: Providing equal and fair treatment to anyone in need of support.

40. Reporting Sexual Exploitation, Abuse and Harassment to project's DCP*

If you, or someone you know, have experienced sexual exploitation, sexual abuse and sexual harassment where you think the perpetrator works for project, you can make a complaint to the project via the grievance mechanism.

If you are not sure if the perpetrator works for project, you can report the incident and the project will determine if the perpetrator works for project.

Each project will act on all reports that it receives. Each project needs to decide who will handle the complaints - suggested a DCP and GBV service provider.

You can also report the incident to the police.

Example from Ms. Tessa Walsh IEC materials on GBV for the Pacific.

How to Report Sexual Exploitation, Abuse and Harassment to the project

Example from Ms. Tessa Walsh IEC materials on GBV for the Pacific.



In person

Name and contact for the Designated Contact Person for SEA/SH for the project.



Phone

[Insert name and contact details ensuring this includes at least one national woman].



Paper

[Insert instructions].



Email

[Insert name and contact details ensuring this includes at least one national woman].



Website

[Insert instructions if there is a website and if anonymous complaints can be made].



Feedback Box

[Insert locations].

Rights and Safety of the Survivor Will Be Prioritized

Example from Ms. Tessa Walsh IEC materials on GBV for the Pacific.

Safety

- Nothing will happen that puts the survivor of violence at further risk of harassment, violence or retaliation.

Choice

- The survivor will choose what happens including what action(s) are taken and what information about the incident is shared.

Consent

- The survivor will consent to each stage of the process and no action(s) will be taken without the survivor's consent.

Confidentiality

- All information about the incident will be kept confidential.

Informed

- The survivor will know what is happening and what will happen at each stage of the process.

43. Breach of the Code of Conduct

Example adapted from Ms. Tessa Walsh IEC materials on GBV for the Pacific.

If you break the Code of Conduct, your employer can take disciplinary measures against you in a form of

- Verbal or written warning.
- Completing additional training.
- Loss of salary for a period of time.
- Suspension of employment (without payment of salary), for a period of time (one to six months).
- Termination of employment.
- Report to the police or other relevant authorities.

Support Services for Survivors of Violence Against Women

Any violence against women can be reported to the:

Police: **Majuro Atoll:** (692) 625-5911/8999 and (692) 625-8666/3222; **Kwajalein Atoll:** (692) 329-5911 and (692) 329-6911

There are also support services for survivors / victims of violence against women:

Health: Ambulance Ebeye 329-9911 and Ambulance Majuro 625-4144

Emergency Shelter: **WUTMI** (692) 625-4296/5290

and (692) 625-6687

Legal Assistance: **MLSC** (692) 625-8227/8128

And many other contacts are listed in the Referral Pathway



43. Referral Pathway: When survivor of SEA/SH tells the DCP about the incident check first the nature of the complaint and in cases of SEA/SH and/or HT connected with WBP project, the age and sex of the survivor, and whether the survivor has been referred previously to or accessed services, *then*

If it is SEA/SH and/or HT connected with a WBP project, and if the survivor decides, DCP should accompany her/him to a health centre, call, or email a referral

If the survivor decides, he/she refers her/himself to a service

If the Survivor has given permission for a referral, consider her/his wishes/choices and health and safety situation at that time

If it is GBV/SEA/SH and/or HT, it is advisable to seek immediate access to medical care/police in some cases

If there is a safety risk involved or a need for legal assistance/reporting, consider the safety of the DCP and the survivor

Contact Police or accompany survivor to Police station if it is safe to do so

If there is a need, contact Micronesia Legal Services to assist and to apply for a Protection Order

CIU has sent to all of you an evaluation questionnaire regarding this training and we would very much appreciate if you can return it to the CIU at your earliest convenience so we can correlate responses and plan follow up activities

Questions and Comments

I THANK YOU FOR YOUR ATTENTION!

jess.zebedee@gmail.com

Presentation at: <https://www.ciudidasafeguards.com/portfolio-documents>