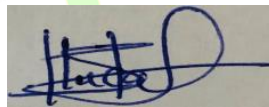
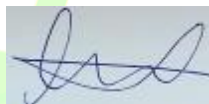
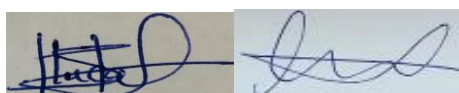




AFYAPLUS PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE (PSEA)

Date of issue/Updated	Created: 1 st Nov, 2020 Last reviewed/Update: 7th January, 2022	
Policy owner	AfyaPlus Organization	
Approved by	AfyaPlus Executive Director: Suzan Lucas Yumbe	Signature: 
Endorsed by	Chair AfyaPlus Board of Directors. Dr. Hussein Mohamed (PHD)	Signature: 

AFYA PLUS



Policies, codes or guidelines for PSEA

1. Introduction

AFYAPLUS is a not-for-profit organization operating its core development agenda of prevention and control of diseases through promotion of water sanitation and hygiene (WASH), Nutrition and empowerment of girls and young women. Initially, the organization was established and registered in June 2017 as a Community Based Organization (CBO) operating in Iringa region. Later, in June, 2020 it attained registration as a Non-Governmental Organization (NGO) under the Non-Governmental Organizations Act, No. 24 of 2002 as amended from time to time.

2. Purpose and scope

The purpose of this policy statement is:

- Raising staff and volunteers awareness of the risks of sexual misconduct in the form of sexual abuse, sexual exploitation and sexual harassment
- State the organisation's commitment to a zero tolerance environment surrounding sexual abuse, exploitation and harassment

This policy applies to anyone working on behalf of AFYAPLUS, including senior managers and the board of Directors, paid staff, volunteers, sessional workers, agency staff and students.


3. Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in Tanzania including:

- The Law of the Child Act
- The Penal code Act
- The Convention on the Rights of the Child
- The Criminal Procedure Act
- Law of Marriage Act

4. Definitions and signs of abuse

Sexual misconduct refers to any kind of inappropriate or unwanted action of a sexual nature, including sexual abuse, sexual exploitation, sexual harassment, the unauthorised



making and sharing of intimate visual recordings and retaliation. It is critical to note that affected parties may not always understand that they are being sexually abused.

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

Sexual exploitation means 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.

Sexual harassment is the making of a request of any other person for sexual intercourse, sexual contact, or other form of sexual activity which contains an implied or overt promise of preferential treatment or an implied or overt threat of detrimental treatment; or by the use of language (whether written or spoken) of a sexual nature, or of visual material of a sexual nature, or by physical behaviour of a sexual nature, to subject any other person to behaviour that:

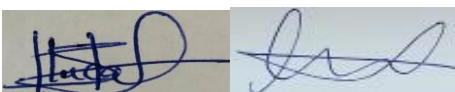
- Is unwelcome or offensive to that person (whether or not that is conveyed to the person complained about);
- And is either repeated, or of such a significant nature, that it has a detrimental effect on that person.

Child exploitation and abuse is when a child or young person is forced or persuaded to take part in sexual activities. This may involve physical contact or non-contact activities and can happen online or offline. Young people in sexually exploitative situations and relationships are persuaded or forced to perform sexual activities or have sexual activities performed on them in return for gifts, drugs, money or affection. Young people have often been groomed into trusting their abuser and may not understand that they're being abused. They may depend on their abuser and be too scared to tell anyone what's happening because they don't want to get them in trouble or risk losing them. They may be tricked into believing they're in a loving, consensual relationship.

Zero Tolerance AFYAPLUS has a culture of zero tolerance for all forms of abuse and mistreatments, including Sexual Exploitation and Abuse, Bullying and all other forms of abuses. This means every single concern is fully responded to and where necessary and prompt actions are required (including conducting an investigation and taking disciplinary action) is taken. It also means that we hold everyone working for or on behalf of AFYAPLUS including volunteers, staff, interns to account against the same standards and subject them to the same processes as everyone else regardless of their position or reputation within the organization.

Contact abuse involves activities where an abuser makes physical contact with a child. It includes:

- sexual touching of any part of the body, whether the child is wearing clothes or not
- forcing or encouraging a child to take part in sexual activity
- making a child take their clothes off or touch someone else's genitals



rape or penetration by putting an object or body part inside a child's mouth, vagina or anus.

Non-contact abuse involves activities where there is no physical contact. It includes:

- flashing at a child
- encouraging or forcing a child to watch or hear sexual acts
- not taking proper measures to prevent a child being exposed to sexual activities by others
- making a child masturbate while others watch
- persuading a child to make, view or distribute child abuse images (such as performing sexual acts over the internet, sexting or showing pornography to a child)
- making, viewing or distributing child abuse images
- allowing someone else to make, view or distribute child abuse images
- meeting a child following grooming with the intent of abusing them (even if abuse did not take place)
- sexually exploiting a child for money, power or status (child sexual exploitation).

5. Child Marriage


The custom of marrying young children, particularly girls, is a form of sexual violence as children are unable to give or withhold consent. Child marriage is now illegal in our country. Tanzania's Law of Marriage Act of 1971 sets the minimum marriage age for girls at 15 with parental consent and 18 for boys. It permits the marriage of 14-year-old children when a court is satisfied that special, although unspecified, circumstances exist.

6. Vulnerable adults

- Those aged over 18 years and who identify themselves as unable to take care of themselves/ protect themselves from harm or exploitation; or
- Who, due to their gender, mental or physical health, disability, ethnicity, religious identity, sexual orientation, economic or social status, or as a result of disasters and conflicts, are deemed to be at risk.

Other indicators of vulnerability are:

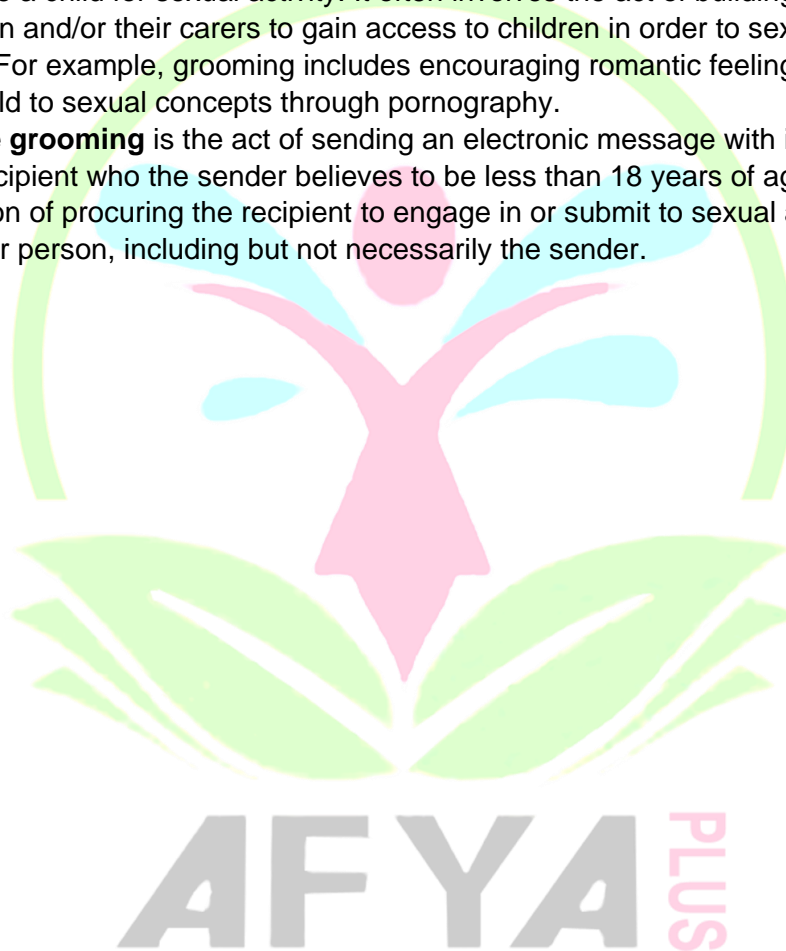
- disabled children
- girls aged between 15 and 17 years
- children who have experienced other forms of abuse
- low self-esteem or self-confidence



- lacking friends from the same age group
- being a young carer
- being in or leaving care a history of abuse, particularly **sexual abuse**
- recent bereavement or loss
- homelessness
- links to a gang through relatives, peers or intimate relationships
- living in a gang-affected neighbourhood

7. Grooming

- **Grooming** generally refers to behaviour that makes it easier for an offender to procure a child for sexual activity. It often involves the act of building the trust of children and/or their carers to gain access to children in order to sexually abuse them. For example, grooming includes encouraging romantic feelings or exposing the child to sexual concepts through pornography.
- **Online grooming** is the act of sending an electronic message with indecent content to a recipient who the sender believes to be less than 18 years of age, with the intention of procuring the recipient to engage in or submit to sexual activity with another person, including but not necessarily the sender.



8. Signs and indicators of sexual misconduct

Physical

- Bruising
- Bleeding
- Discharge
- Pain or soreness in the genital or anal area
- Sexually transmitted infections
- Other unexplained physical injuries
- Changed physical appearance, such as weight loss
- Scars from self-harm

Emotional and behavioural

- being afraid of and/or avoiding a particular person (including a family member or friend)
- having nightmares or bed-wetting
- being withdrawn
- alluding to 'secrets'
- self-harming
- running away from home
- developing eating problems
- displaying sexualised behaviour or having sexual knowledge that's inappropriate for their stage of development
- misusing drugs or alcohol
- isolation from family and friends
- falling behind on schoolwork, failing exams or dropping out of school altogether
- teenage parenthood
- unemployment
- mental health problems
- alcohol and drug addiction
- having a criminal record
- suicidal thoughts and attempts
- displaying inappropriate sexualised behaviour for their age
- being fearful of certain people and/or situations
- displaying significant changes in emotional wellbeing
- being isolated from peers/usual social networks
- being increasingly secretive
- having money or new things (such as clothes or a mobile phone) that they can't explain
- spending time with older individuals or groups
- being involved with gangs and/or gang fights
- having older boyfriends or girlfriends
- missing school and/or falling behind with schoolwork
- persistently returning home late
- returning home under the influence of drugs/alcohol

- going missing from home or care
- being involved in petty crime such as shoplifting
- spending a lot of time at hotels or places of concern, such as known brothels

9. Impact of abuse

- self-blame
- flashbacks or intrusive thoughts
- difficulties sleeping
- nightmares
- extreme tiredness
- difficulties concentrating
- difficulties keeping up with school work
- behavioural problems at school
- depression
- low self-esteem
- social withdrawal
- panic attacks and anxiety
- eating disorder or eating difficulties
- Self-harm
- mental health problems – such as post-traumatic stress disorder (PTSD), anxiety and depression
- risky behaviour – such as substance misuse, risky sexual behaviour, offending
- relationship problems – for example intimacy issues, having unstable relationships
- revictimisation – being vulnerable to further sexual abuse or other types of abuse (Independent Inquiry into Child Sexual Abuse, 2017).
- Research suggests that online child sexual abuse can have as much of an impact on a child as abuse that only takes place offline and can lead to the same psychological difficulties (Hamilton-Giachritsis et al, 2017).

Trauma and adverse experiences, such as sexual abuse, can negatively affect the development of a child's brain. Abuse may alter brain architecture, lead to heightened stress responses and weaken cognitive development.

10. Responsibilities

We are committed to

- acting ethically and with integrity in all our project activities and relationships
- Ensure that sexual misconduct is not taking part of any of our organisational activities or projects
- Taking precautions to identify sexual misconduct that may be affecting our participants, staff and volunteers outside of our organization
- implementing and enforcing effective systems and controls to ensure sexual misconduct is not taking place anywhere in our organization


- ensuring there is transparency in our approach to tackling sexual misconduct in our organization
- Report any such circumstances to senior management in full and without delay
- Conduct our own personal and domestic affairs in such a way that it is in no way connected with sexual misconduct
- Undertake risk assessments to identify areas of risks and document steps that are being taken to remove or reduce these risks.
- Incorporate AFYAPLUS's standards on sexual exploitation and abuse and child protection in relevant codes of conduct and in induction materials and training courses for AFYAPLUS' Employees and Related Personnel, including specific provisions for child sexual exploitation and abuse.

Anyone working on behalf of AFYAPLUS, including senior managers and the board of members, paid staff, volunteers, sessional workers, agency staff and students are expected to:

- Read, understand and comply with this policy
- Raise concerns with their senior manager and also refer to our whistleblowing Policy about any suspicion that sexual misconduct might be occurring in any part of the organisation
- Any 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.
- The organisation management team have the overall responsibility for this Policy, including ensuring that it complies with legal and ethical obligation and responsible for the day to day implementation of the Policy including monitoring its effectiveness and ensuring that all staff are aware of, understand and comply with the policy
- 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.

AFYAPLUS 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.

- 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.
- Any sexual relationship between those providing AFYAPLUS programmes and protection and the participants benefitting from our programmes and protection that involves improper use of rank or position is prohibited. Such relationships undermine the credibility and integrity of our work.



10. Reporting

Staff members, interns and volunteers must report any incidence or suspicion of modern slavery at the earliest possible stage to the designated safeguarding officer from

AFYAPLUS Board of Directors severineallute@gmail.com Failure to report known acts of Sexual Abuse may result in disciplinary sanctions.

11. Training

As part of prevention of Sexual Abuse, and in order to raise awareness, staff will be required to undertake training. Introduction to Sexual abuse issues will form part of the overall Ethics Training. These training sessions will serve staff to be aware of the ethical values referred to in the current policy, specifically with respect to vulnerable situations. Also, staff will become aware of suspicious situations, as well as recognize the signs of Sexual Abuse, and provide practical information on how to assist victims of Sexual Abuse, if signs of Sexual abuse are identified or if a victim approaches them to complain about it.

12. Breaches and sanctions

Any breach of this Policy by any member of staff including in respect of his or her duties for the organisation may be dealt with under the organisation disciplinary procedures and could result in dismissal.

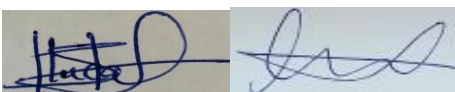
In the event that the organisation has a reasonable belief that sexual misconduct is occurring in any part of its activities:

The organisation will:

- put in place remedial action as soon as reasonably practical with a view to ensuring that such sexual misconduct ceases to occur and that the victims of that sexual misconduct are appropriately safeguarded; and monitor the effectiveness of the remedial action taken including the actions taken to safeguard the victims;
- The organisation may, depending on the facts, deal with the matter by taking disciplinary actions against any staff member, interns or volunteers who breach this policy, which could result in dismissal for misconduct.

13. Policy review

- The management team is responsible for reviewing this policy as necessary to ensure that it meets all the ethical requirements and reflects best practice. Staff members are invited to comment on this policy and suggest ways in which it might be improved by contacting the Management team.



Employee:.....
Signature:.....
Date.....



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