



PREVENTING SEXUAL EXPLOITATION, ABUSE AND HARASSMENT (PSEAH) POLICY

1. Purpose of the Policy

African Impact is committed to creating a safe, respectful, and harassment-free environment for all staff, participants, partners, and communities we work with. This policy outlines our zero-tolerance approach to sexual exploitation, abuse, and harassment (SEAH) and provides guidance on preventing, identifying, and addressing such misconduct.

Our goal is to ensure the highest standards of ethical behavior in all our interactions while fostering trust, dignity, and respect across all our projects.

2. Policy Scope

This policy applies to:

- African Impact staff, volunteers, participants, and contractors.
- Third-party vendors, security personnel, and service providers.
- All individuals interacting with African Impact staff or participants, regardless of location.

This policy is transferable to any African country where African Impact operates and complements local laws and regulations.

3. Definitions and Examples

Fraternization

Fraternization refers to inappropriate, unprofessional, or intimate relationships that may compromise the integrity of African Impact's mission or create a power imbalance.

Examples include:

- Favoritism due to personal relationships.
- Relationships between staff and participants.



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Sexual Exploitation

Sexual exploitation involves abusing a position of power to extract sexual favors or other benefits.

Examples:

- Offering services or opportunities in exchange for sexual acts.
- Exploiting a person's vulnerability to obtain sexual gratification.
- Forcing someone to engage in transactional sex due to economic desperation, particularly in regions with high poverty rates.

Sexual Abuse

Sexual abuse refers to physical acts of a sexual nature committed against a person without consent. Examples:

- Sexual assault or rape.
- Forcing someone into unwanted sexual acts.

Sexual Harassment

Sexual harassment includes unwelcome conduct of a sexual nature that creates a hostile, intimidating, or offensive environment. Examples:

- Inappropriate sexual jokes or comments.
- Unwanted touching or advances.
- Displaying explicit or inappropriate materials.
- Harassment through social norms, such as expecting women to accept inappropriate advances due to traditional or patriarchal practices.

Age of Consent

No sexual act is considered consensual if the individual is under the age of 18, regardless of local laws.

4. Zero-Tolerance Policy

African Impact maintains a strict zero-tolerance approach to all forms of SEAH. Any staff, participant, or third party found to be engaging in such misconduct will face immediate disciplinary action, which may include:



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- Dismissal of the staff member.
- Expulsion of the participant from the project.
- Termination of contracts with third parties.

5. Interactions with Third-Party Staff

Third-Party Staff interactions with participants might prove unavoidable and in some instances these staff form part of the overall experience. All third party staff will be trained on this policy as well as on the African Impact's code of conduct. All third party staff are expected to treat participants as if they were direct staff members. This policy applies to third party staff in full and with no exceptions.

6. Reporting Culture

African Impact encourages a culture of transparency and accountability. Timely reporting of incidents is critical to ensuring safety and addressing concerns promptly.

Why Report Early?

- Early reporting allows African Impact to take swift action to protect victims and prevent further harm.
- Ensures that appropriate support services are offered to victims immediately.

How to Report?

- Participants and staff are also encouraged to report incidents directly to their assigned welfare officer or project manager.
- Welfare officers and project managers to notify Safeguarding and HSE Lead via live WhatsApp reporting method and/or submit the written report via email immediately.

Anonymous Reporting Mechanisms

We understand that reporting sensitive issues can be challenging. To build trust and encourage reporting, African Impact offers a secure and anonymous reporting system.

Confidentiality Assured: All reports made anonymously will be treated with the highest level of confidentiality. No personal identifiers will be linked to the report unless voluntarily shared by the reporter.



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Accessibility: Anonymous reports can be submitted anytime via email to safeguarding@impact-travel-group.com, which is monitored by a dedicated and trained safeguarding team.

Trust and Non-Retaliation: African Impact guarantees a non-retaliation policy to protect the anonymity and safety of individuals who report misconduct. Victims and whistleblowers will be supported and protected at all times.

7. Victim Support

African Impact is committed to supporting victims of SEAH by providing:

- Access to counseling and psychological services.
- Assistance with medical care if needed.
- Safe spaces to report and recover without fear of judgment or retaliation.
- Confidential handling of all reports to protect the dignity of victims.

8. Prevention Measures

To uphold the highest standards of safety and ethics, African Impact has implemented robust prevention measures:

Staff and Partner Vetting

- Comprehensive background checks for all staff, contractors, and partners.
- Screening processes to identify any prior misconduct.

Ongoing Training

- Regular training sessions for staff and partners on SEAH prevention and response.
- Workshops to ensure awareness of cultural sensitivities and power dynamics.

Participant Induction

- Thorough onboarding to educate participants on SEAH, reporting procedures, and behavioral expectations.
- Clear communication of the zero-tolerance policy during the induction process.



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Welfare Checks

- Dedicated staff members will conduct regular welfare checks to monitor the well-being of participants and staff.
- In areas where gender roles may restrict open dialogue, welfare checks will incorporate culturally appropriate methods to ensure all voices are heard.

9. Prohibited Relationships

To prevent conflicts of interest, favoritism, and power imbalances:

No Sexual Relationships: Relationships between African Impact staff (including third party staff) and participants are strictly prohibited. Violations may result in dismissal for staff, termination of third party agreements and expulsion for participants.

Respect Boundaries: All individuals are expected to maintain professional and respectful interactions at all times.

10. Accountability

African Impact holds all individuals accountable to this policy. Any failure to comply will result in appropriate action, including but not limited to:

- Formal investigation and disciplinary measures.
- Termination of employment or partnership agreements.
- Reporting to local authorities when necessary.

11. Ensuring Confidentiality

All reports of SEAH will be treated with the utmost confidentiality. Only those directly involved in handling the case will have access to the details. This ensures:

- Protection of the victim's privacy.
- Prevention of retaliation or intimidation.



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12. Contact Information for Reporting

For anonymous or direct reporting of SEAH incidents:

- Email: safeguarding@impact-travel-group.com
- Speak with your designated welfare officer or project manager.

13. Commitment to a Safe Environment

African Impact is dedicated to maintaining a safe, ethical, and respectful environment. Through preventative measures, victim support, and a commitment to accountability, we strive to build trust and uphold our mission of positive, impactful volunteering.

Stacey Isham

REGIONAL DIRECTOR – SOUTH AFRICA

Albertus Koorts

HSE LEAD