



FOR YOUTH BUSINESS INNOVATION NETWORK

CODE OF CONDUCT

ON SEXUAL EXPLOITATION AND ABUSE

We have agreed all FOR YOU BUSINESS INNOVATION NETWORK management members and employees to uphold the highest standards of professional and personal conduct. At all times, all members and affiliated personnel must treat the local population with respect and dignity. Our mandate includes the protection of civilians, including the most vulnerable populations of women and children.

Sexual exploitation and abuse (SEA) are acts of unacceptable behavior and prohibited conduct for all humanitarian actors in Ethiopia and affiliated personnel. SEA damages the integrity and image of the Ethiopia PSEA network in our program countries and erodes confidence and trust in our network.

We, all 4YBIN management members and employees, declare that:

1. We will strictly comply with all of the provisions of ST/SGB/2003/13.
2. We acknowledge that it is strictly prohibited for all humanitarian actors in Ethiopia and affiliated personnel to engage in
 - Any act of SEA, or other form of sexually humiliating, degrading or exploitative behavior:
 - Sexual activity with children (persons under the age of 18) regardless of the age of majority or age of consent locally or in my home country. Mistaken belief as to the age of child is no excuse;
 - Sexual activity with anyone including sexual favors or other forms of humiliating degrading or exploitative behavior in exchange for money, food, employment



goods (including program supplies) or services. This including any exchange of assistance that is due to beneficiaries of assistance.

- The above bullet also applies to any sexual activity with prostitutes, whether or not prostitution is legal in my country or the host country;
- Sexual activity that is forced upon another individual;
- Use of a child or adult to procure sexual activity for others,
- Any kind of age/gender labor abuse misconduct

All 4YBIN management members, employees, and affiliated personnel must contribute to an environment that prevents SEA. 4YBIN management members, employees, and affiliated personnel are obligated to report allegations of SEA through the established reporting mechanisms. Any SEA will be considered as serious misconduct. Allegations of SEA will be investigated and may lead to disciplinary measures, including termination, and referral for prosecution.

January 2023