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POLICY ON PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE

PSEA Policy

Document	PSEA Policy
Organization	Non-Governmental Organization "International Anti-Corruption Assembly" (NGO "IACA")
Version	7.0
Approved	February 25, 2026
Approved by	Secretary General of the Central Committee of NGO "IACA"
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Legal Entity Identification Code (EIDR/POU): 40030266
Registration Certificate No. 1448234 dated 24 September 2015

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1. General Provisions

The Non-Governmental Organization “International Anti-Corruption Assembly” (hereinafter referred to as the Organization or NGO “IACA”) adheres to the principle of zero tolerance towards any forms of sexual exploitation, sexual abuse, sexual harassment, and abuse of power.

This Policy establishes standards of conduct for all persons associated with the Organization, with particular emphasis on volunteers, who constitute a significant part of its team. The Policy has been developed in accordance with the Charter of the Organization, the legislation of Ukraine as the country of registration of the Organization, the United Nations Convention against Corruption (UNCAC), Article 34 of the United Nations Convention on the Rights of the Child, the UN Secretary-General’s Bulletin on Protection from Sexual Exploitation and Abuse (PSEA), IASC Guiding Principles, UNICEF standards, and other international humanitarian standards, as well as the legislation of the countries in whose territory the Organization carries out its activities or implements projects.

The Organization ensures a safe, inclusive, and respectful environment for all persons participating in its activities, regardless of gender, age, citizenship, origin, social status, or other characteristics.

2. Purpose of the Policy

- Prevention of sexual exploitation and abuse in all areas of the Organization’s activities;
- Protection of beneficiaries, members, employees, volunteers, and partners;
- Creation of a safe environment for the implementation of the Organization’s mission;
- Ensuring prompt and confidential response to reports;
- Maintenance of trust in the Organization as a reliable international partner.

3. Scope of Application

This Policy applies to all projects, programs, events, and other types of activities of the Organization regardless of the country of their implementation and is mandatory for:

- Members of the General Meeting, Central Committee, and Audit Commission;
- Secretary General;
- Employees (including staff from 2026);
- Volunteers and interns;
- Consultants, experts, and contractors;
- Representatives of separate subdivisions and representative offices;
- Partner organizations participating in joint projects;
- All persons acting on behalf of the Organization or interacting with beneficiaries within the framework of the Organization’s activities.

4. Definitions

Sexual exploitation — any actual or attempted abuse of a position of vulnerability, power, or trust for sexual purposes.

Sexual abuse — any sexual act or attempt to commit such an act against another person without their voluntary, informed, and conscious consent.

Abuse of power — the use of official, organizational, or actual influence to obtain sexual services, advantages, or other benefits of a sexual nature.

5. Core Principles

- Zero tolerance for sexual exploitation, sexual abuse, and sexual harassment;
 - Respect for human dignity, human rights, and personal inviolability;
 - Protection of the rights of beneficiaries and other vulnerable groups;
 - Confidentiality and protection of persons who report violations;
 - Prohibition of any forms of retaliation or persecution against claimants, witnesses, and victims;
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- Proportionality of measures to the scale of the Organization's hybrid volunteer-staff model;
- Timely response to reports and incidents;
- Compliance with international PSEA standards in the implementation of national and international projects;
- Openness to targeted grants while maintaining independence and adhering to the highest protection standards.

6. Prohibited Actions

The following is categorically prohibited:

- Any sexual relations based on coercion, dependency, power imbalance, or use of official position;
- Use of official position for personal sexual purposes;
- Abuse of power to obtain sexual services or advantages;
- Sexual exploitation or abuse against beneficiaries, members, employees, volunteers, or other persons associated with the Organization's activities;
- Concealment of known or suspected PSEA cases;
- Obstruction of investigation or influence on its results;
- Retaliation against persons who in good faith reported violations.

7. Mandatory PSEA Standards for Volunteers

Volunteers of the Organization undertake to comply with the following standards:

- Never engage in sexual relations with beneficiaries, project participants, or persons receiving assistance from the Organization.
- Not use their volunteer position to obtain sexual services or advantages.
- Not create situations that may be perceived as sexual exploitation (even with mutual consent).
- Avoid any sexual contact with persons under 18 years of age (even if the age of consent is lower under local legislation).
- Report any suspicions or known cases of PSEA, regardless of the country where they occur.
- Maintain cultural sensitivity, avoid abuse of power and the authority of the Organization.

8. Responsibilities

8.1 Secretary General

Responsible for the implementation of the Policy, ensuring the necessary resources for its realization, and appointing a focal person on safeguarding and response to incidents.

8.2 Heads of subdivisions and projects

Ensure familiarization of all involved persons with the Policy, conduct risk assessments, and monitor compliance with its requirements.

8.3 All employees, volunteers, and partners

Are obliged to know and comply with the requirements of the Policy, maintain a safe environment, undergo necessary briefings, and immediately report any suspicions of violations.

9. Reporting Mechanism

Reports of facts, suspicions, or risks of sexual exploitation and abuse are accepted confidentially or anonymously through:

- Dedicated email: safeguarding@iacassembly.org;
- The focal person on safeguarding issues;
- The Secretary General: chief@iacassembly.org;
- The safe reporting mechanism for violations;
- Other channels provided for by internal procedures or donor requirements.

Reports may be submitted by any person regardless of their status, citizenship, or place of residence.

10. Response Procedure

- Immediate confirmation of receipt of the report;
- Initial risk and needs assessment of the affected person;
- Immediate measures to ensure safety;
- Confidential, impartial, and objective review of the report;
- Provision of available support to affected persons within the Organization's competence;
- Interaction with competent authorities in accordance with the legislation of the relevant state;
- In case of confirmation of a violation — application of disciplinary, organizational, or legal measures.

In cases provided for by legislation, grant agreements, or donor requirements, the Organization ensures appropriate notification of competent authorities, partners, or donors.

11. Enforcement Measures

- Removal from performance of duties;
- Temporary suspension from participation in projects or events;
- Termination of membership or agreement;
- Prohibition of further cooperation with the Organization;
- Referral to law enforcement or other competent authorities;
- Informing donors and partners in cases provided for by legislation or contractual obligations.

12. Related Documents

- Code of Conduct;
- Child Protection Policy;
- Whistleblower Policy and Protection of Whistleblowers;
- Safe Reporting Mechanism for Violations;
- Volunteer Policy;
- Risk Management Policy.

13. Final Provisions

This Policy enters into force on February 25, 2026.

All persons involved in the Organization's activities are obliged to familiarize themselves with this Policy and confirm this in accordance with the procedure established by the Organization.

The Policy is reviewed at least once every two years, as well as in the event of changes in the legislation of Ukraine, applicable international legislation and standards, donor requirements, the Organization's structure, geography of its activities, or other circumstances that may affect the system for preventing sexual exploitation and abuse.

Approved by:

General Secretary of the Central Committee
NGO "International Anti-Corruption Assembly"



Viacheslav Sayenko