

## Protection from Sexual Exploitation and Abuse (PSEA)

RCY has absolutely no tolerance for anyone working for or with us who brings harm to anyone we serve.

**No** second chances

**No** sexual activity with beneficiaries

**No** sexual activity with Children

**No** sexual activity in exchange for goods, services, money, employment, Or preferential treatment

Always report sea

2025



If you think you are being retaliated against for reporting SEA or any other misconduct or for cooperating with a duly authorized audit, investigation or proactive integrity review

Contact the Ethics Office



Confidential mailbox  
[rcy.psea@gmail.com](mailto:rcy.psea@gmail.com)



Tel: +93 779323232  
+93 744133133

Website: <https://www.rcy-af.org/>

# What's is sexual exploitation and abuse?

The term Sexual Exploitation and Abuse (SEA) refers to acts committed by RCY personnel (and those associated with RCY's work) against the beneficiaries and communities served by RCY. On the other hand, sexual harassment pertains to acts committed by RCY personnel against other RCY personnel.

## Sexual exploitation

Any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting financially, socially or politically from the sexual exploitation of another.

## Sexual abuse

The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

## What is RCY's policy regarding PSEA?

RCY has a zero-tolerance policy for sexual exploitation and abuse. This policy applies to:

- All RCY employees, regardless of contract type or duration;
- All RCY partners, suppliers, contract workers, and external service providers.

SEA includes behaviors both away from the workplace and during or outside working hours.

## How do I report acts of sexual exploitation or abuse?

To report SEA, contact one of the following:  
The Office of Inspections and Investigations

Direct: +93 779323232

Email: [rcy.psea@gmail.com](mailto:rcy.psea@gmail.com)



## What should I do if I observe or suspect SEA is taking place?

If you observe or suspect SEA is committed by an RCY employee or any other personnel associated with RCY, you must report it immediately through the appropriate reporting channels. RCY is committed to ensuring the safety and dignity of all beneficiaries and communities it serves, and all reports will be handled with confidentiality and urgency.

## Is prostitution also a form of SEA?

Yes. Engaging prostitution services, even if prostitution is legal in the country, you are in, on or off duty, is prohibited. Please consult the "Ethics Guide about the Prohibition on Engaging Prostitution Services" on WFP Go for more information.

The designated PSEA Focal Point at the country or field office levels, or their alternate. They will refer the matter to the appropriate investigative authority.

## Who is my PSEA Focal Point, and what do they do?

Your PSEA Focal Point can be found on RCY's internal communication platform. They are present in all regional offices, country offices, and field offices with significant staff presence. Focal Points support senior management in creating a SEA-preventative environment and raise awareness among RCY employees and partners. RCY administers a network of PSEA Focal Points and alternates to ensure accountability and a safe environment for all.

