



VOLUNTEER FOR BANGLADESH

LET'S REBUILD OUR NATION!

Article: Sexual Exploitation and Abuse (SEA) Clauses

1. Zero Tolerance Policy

1.1 Volunteer for Bangladesh (VBD) maintains a zero-tolerance policy towards all forms of sexual exploitation and abuse, including sexual harassment, assault, coercion, and other actions that compromise individual dignity or consent.

1.2 This policy applies to all VBD stakeholders, including Core Volunteers, District Committee (DC) Members, District Board (DB) Members, Divisional Board (DIVB) Members, National Board (NB) Members, Institute Representatives (IR), General Members (GM), staff, and consultants.

2. Respectful Conduct

2.1 Every VBD affiliate must uphold respect, dignity, and professionalism, refraining from discriminatory behavior based on sex, age, race, religion, or other personal characteristics.

2.2 Behaviour, language, or actions perceived as exploitative, abusive, or offensive are strictly prohibited.

3. Prevention of Power Imbalances

3.1 Authority positions must not be exploited for coercive or abusive purposes.

3.2 VBD affiliates must actively prevent exploitation or abuse arising from power disparities.

4. Reporting Obligations

4.1 All VBD members are obligated to report observed or suspected cases of sexual exploitation or abuse using established mechanisms.

4.2 Reports may be submitted confidentially without fear of retaliation.

4.3 Failure to report constitutes a breach of this policy.

5. Confidentiality and Privacy

5.1 All personal or sensitive information involved in reporting or handling SEA cases must remain confidential.

6. Awareness and Training

6.1 All VBD members are required to participate in training programs on the prevention of sexual exploitation and abuse.

6.2 Continuous updates on relevant policies and procedures are essential for maintaining an inclusive and safe environment.

7. Investigations and Disciplinary Actions

7.1 Reports of SEA will prompt immediate, thorough investigations.

7.2 Confirmed violations will lead to disciplinary measures, potentially including termination of membership, employment, or contracts.

8. Support and Assistance

8.1 VBD will offer medical, psychosocial, and legal support to individuals affected by sexual exploitation or abuse.

8.2 Affiliates are expected to support survivors respectfully and within their capacity.

9. Compliance and Amendments

9.1 Compliance with the SEA policy is a condition of association with VBD.

9.2 Amendments to this clause may be made to ensure a safe and respectful organizational environment.



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