



Sexual Code of Conduct





Introduction

The purpose of this Code of Conduct is to ensure that all employees and related personnel of the Quantum Foundation adhere to their responsibilities and expected standards of conduct in relation to the Prevention Sexual Exploitation and Abuse (PSEA) are known.

Definitions

“Beneficiaries”

All persons who receive services and assistance from the Quantum Foundation are considered beneficiaries.

“Child”

a person under the age of 18.

“Coercion”

persuading a beneficiary to engage in sexual activity by using force or threats

“Emotional Abuse”

undermining a person's sense of self-worth through constant criticism; belittling one's abilities; name-calling or other verbal abuse

“Grooming”

the building of a relationship, trust and emotional connection with a child or young person so they can manipulate, exploit and abuse them.

“Physical Abuse”

involves hurting or trying to hurt a partner by hitting, kicking, burning, grabbing, pinching,

shoving, slapping, hair-pulling, biting, denying medical care or forcing alcohol and/or drug use, or using other physical force

“Sexual Activity”

Physical contact of a sexual nature.

“Sexual Exploitation”

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

“Sexual Violence”

Sexual Violence Acts of a sexual nature against one or more persons or that cause such person or persons to engage in an act of a sexual nature by force, or by threat of force or coercion, such as that caused by fear of violence, duress, detention, psychological oppression or abuse of power, or by taking advantage of a coercive environment or such person's or persons' incapacity to give genuine consent

Duties

1. If an individual is worried or suspects that anyone in their organization or another aid organization may be breaking humanitarian rules on sexual conduct, they must report it, following procedures set up by the Quantum Foundation in the PSEA Reporting and Investigation Procedure Policy.
2. All individuals must create and maintain a work environment which prevents unacceptable sexual behavior and encourages staff to behave as set out in their codes of conduct.

Prohibited Conduct

The following acts are prohibited:

1. Sexual Activity Involving Children and Vulnerable Adults:

- a. Sexual activity with children (individuals under the age of 18) is strictly prohibited, regardless of local age of majority or age of consent laws. Claiming ignorance of the child's age is not a valid defense.
- b. Sexual activity with vulnerable adults, as defined in the provided definitions, is also prohibited.

2. Child Marriage:

Engaging in child marriage (marriage to individuals under the age of 18) is a violation this policy.

3. Sexual Activity with the Quantum Foundation Beneficiaries:

Engaging in sexual activity with any beneficiary of the Quantum Foundation, including individuals receiving services or support from the Quantum Foundation or its partners, is prohibited due to inherent power imbalances.

4. Grooming and/or Coercion:

Grooming and/or coercion of children or vulnerable adults for the purpose of obtaining sex is strictly prohibited.

5. Sexual Exploitation:

Any form of sexual exploitation is prohibited, including:

- i. **Buying sex:** Exchanging money, material assistance, employment, goods, or services for sex, including engaging in humiliating, degrading, or exploitative behavior.
- ii. **Profiting from sexual exploitation:** Gaining monetary, social, or political benefits from sexual exploitation.

7. Sexual Violence:

Any acts of sexual violence as defined in the provided definitions are prohibited. This includes, but is not limited to, sexual intercourse, sexual touching, and threats of sexual violence.

8. Physical/Emotional Abuse:

Any form of physical or emotional abuse, is prohibited as defined in the provided definitions.

This list of prohibited behaviors may be expanded in the future, and the Safeguarding Committee will communicate any updates to staff, associates, and partners. Further prohibited behaviors related to abuse can be found in the Child Safeguarding and Adult Safeguarding policies.

9. Consequences:

Failure to comply with these rules on sexual conduct may result in disciplinary action, up to and including termination of employment.

Employee and Related Personnel Declaration

I, _____, hereby declare that:

- I. I will always make sure that beneficiaries (including children), staff and partners are treated with respect, dignity and equality regardless of their age, sex, physical condition, impairment, language, religion, opinion, nationality, ethnic or social origin, status, class, caste, sexual orientation, or any other personal characteristics.
- II. I will always show respect to all categories of employees, partner's staff, community volunteers or beneficiaries.
- III. I will never exploit a beneficiary (including a child) and will never verbally, physically or psychologically abuse or commit any other form of abuse against a beneficiary.
- IV. I will never subject a beneficiary to any kind of humiliating, degrading or abusive behaviour, whether physical, verbal or psychological or of other nature.
- V. I will never use language or make suggestions to provoke, harass or degrade the person or knowingly show disrespect for traditional/cultural practices.
- VI. I will never engage in or tolerate any form of harassment, discrimination, physical or verbal abuse, intimidation or favouritism in the workplace, including sexual and psychological harassment and abuse of power, respecting the rules that apply to me (especially Internal Rules) on these issues.
- VII. I will always behave in a professional way with colleagues, avoiding spreading rumours and false allegations and refraining from any comment based on gender, sexual orientation, or any other personal characteristics – which may be considered as harassment.
- VIII. I will never engage in any form of sexual relations with anyone under 18 years old, regardless of the age set by the sexual majority, the law or local customs and I accept that mistaking a child's age is not a defence.
- IX. I will never watch, publish, produce, or share pornography showing children, and / or show such material to children.

- X. I will never have sexual relations in exchange for money, a gift of any kind, work or any form of assistance.
- XI. I will never directly or indirectly use an adult or a child to provide sexual services to third parties, support, facilitate or participate to any form of prostitution or sexual exploitation. I will never sexually exploit a beneficiary or engage a child in labour (including domestic work) against access to aid, or any kind of benefit.
- XII. I will immediately report any suspicions or allegations of behaviour going against the principles of the Code of conduct, the PSEA Policy to my manager/ supervisor – even if the information or allegation is vague and without having investigated it personally.
- XIII. I will always use respectful words and the people's names when speaking to them and to other persons or communicating on them.
- XIV. I will always ensure that all audio, written or visual communication respects the dignity and human rights of the person featured (including anonymity when necessary and for all children) and does not expose her or him to any risk of retaliation or abuse of any nature.
- XV. I will never show the faces of beneficiaries or children who are exploited sexually, victim of trafficking or abuse, in conflict with the law, linked to armed groups or who can easily be located even if their identity has been modified.

ACKNOWLEDGEMENT

By signing below, I acknowledge that I have read and understood the Employee Code of Conduct and agree to abide by its principles and rules regarding sexual conduct.

**[Signature of Employee/Related
Personnel]**

[Date]