

Prevention of Sexual Exploitation, Abuse and Harassment Policy (PSEAH)

Zenysis does not tolerate sexual exploitation, abuse and harassment and is committed to promoting a culture where people are treated with dignity and respect, both in the workplace and in projects and programs conducted or coordinated by Zenysis. The [United Nations Convention on the Rights of the Child \(1989\)](#) and [the African Charter on the Rights and Welfare of the Child \(1990\)](#) inform our guidelines.

Zenysis takes seriously the protection, safety and rights for all children who are in contact with its projects and programs and requires its employees, subcontractors and agents to comply with the national and local child welfare laws.

We are committed to ensuring:

- Effective mechanisms and structures are in place to prevent these behaviors;
- These practices are integrated into the workplace and in the delivery of Zenysis' projects and programs;
- Procedures are in place to raise concerns or report suspected violations, and effective action is taken (including possible investigation and sanction or other measures such as mediation or restorative justice) when concerns are raised or allegations are made; and,
- Zero-tolerance against inaction in case violations occur.

It is the responsibility of all employees to take all reasonable measures to protect the well-being of children and to reduce risks of abuse, exploitation or neglect when they are in contact with Zenysis.

Prevention of sexual exploitation, abuse, harassment, and harm to children includes:

- *Safe human resources:* We will implement stringent safeguarding procedures when recruiting, managing and deploying employees.
- *Safe program design and delivery:* We will design and undertake all programs and activities in a way that protects people from any risk of harm that may arise from their coming into contact with Zenysis. This includes the way in which information about individuals in Zenysis' programs is gathered and communicated.
- *Safe communications:*
 - In our use of information and visual images, Zenysis' overriding principle is to maintain dignity and respect in our portrayal of children and all program participants.
 - Zenysis seeks to collect, store and use information on children and all program participants in a safe and secure manner.
 - Informed consent will be required prior to using any information or images of children, families and communities. For children below the legal adult age, their caregiver should provide informed consent.
 - Images should not include any identifiable personal information when published.

Zenysis will ensure safe, appropriate, accessible means of reporting sexual exploitation, abuse and harassment concerns are made available including contacting [Human Resources](#) and through an anonymous ethics reporting hotline.

Sexual exploitation, abuse, harassment, and harm to children are acts of gross misconduct and are therefore grounds for termination. Criminal acts may be referred to local authorities for further investigation. In cases of non-criminal conduct, Zenysis will conduct an internal investigation in a timely manner, make recommendations and take appropriate remedial actions.

Zenysis shall provide assistance and guidance will be provided in a manner which seeks to uphold the rights, dignity and well-being of those affected by sexual exploitation and abuse.