



**EDUCATION**  
**HUNAR AND RELIEF**  
**DEVELOPMENT FOUNDATION**

## PROTECTION AND SEXUAL EXPLOITATION AND ABUSE POLICY

*This policy outlines EHRDF's commitment to preventing sexual exploitation and abuse. All staff, volunteers, and partners must maintain professional conduct, report concerns, and uphold EHRDF's zero-tolerance approach to protect all beneficiaries and uphold dignity and trust.*

Version:	1.0
Approved by:	Board of Directors
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Contact:	<a href="mailto:admin@ehrdf.org">admin@ehrdf.org</a>

## 1. Introduction

The Education Hunar Relief Development Foundation (EHRDF) is firmly committed to preventing and responding to all forms of sexual exploitation and abuse (SEA). As a new organization founded on principles of integrity, respect, and equity, EHRDF adopts a zero-tolerance stance toward SEA. We are dedicated to ensuring a safe, inclusive, and respectful environment for all those we serve and engage with, particularly vulnerable groups.

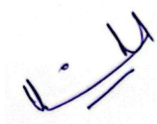
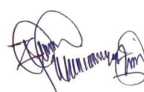
## 2. Objectives


- To establish robust preventative measures against SEA within EHRDF's programs, projects, and activities.
- To ensure that all EHRDF personnel and associates clearly understand their responsibilities in identifying, preventing, and reporting SEA.
- To offer survivor-centered support, including access to protection services, referrals, and appropriate care.
- To foster a culture of transparency, accountability, and proactive safeguarding across EHRDF.

## 3. Scope

This policy applies to all individuals associated with EHRDF, including employees, volunteers, board members, consultants, interns, contractors, implementing partners, and community representatives.

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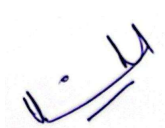
#### 4. Key Principles

- **Zero Tolerance:** EHRDF does not tolerate any form of sexual exploitation or abuse. All allegations will be treated seriously and acted upon without delay.
- **Prevention First:** We are committed to prevention through awareness, training, community engagement, and clear codes of conduct.
- **Protection & Respect:** The dignity, safety, and rights of individuals especially children, women, and vulnerable populations are paramount.
- **Accountability:** All personnel are responsible for upholding this policy. Violations will result in disciplinary or legal action.
- **Confidentiality & Survivor-Centered Response:** Complaints and disclosures will be handled with the utmost confidentiality and care, prioritizing the needs and wishes of the survivor.

#### 5. Prevention and Response Mechanisms

- **Training & Capacity Building:** All EHRDF staff, volunteers, and partners will receive induction and regular training on PSEA, safeguarding practices, and complaint handling procedures.
- **Code of Conduct:** EHRDF will maintain a mandatory code of conduct that outlines appropriate behavior and consequences for breaches.
- **Complaints Mechanism:** EHRDF will establish safe, accessible, and confidential channels for reporting SEA incidents including anonymous options and ensure that all reports are acted upon swiftly.
- **Referral Pathways:** EHRDF will coordinate with relevant authorities and service providers to guarantee timely access to psychosocial, legal, and medical support for survivors.

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## 6. Reporting and Investigation

- **Mandatory Reporting:** All EHRDF personnel are obligated to report any actual, suspected, or attempted incidents of SEA. Failure to report is a breach of this policy.
- **Investigation Procedures:** Reports will trigger a prompt, impartial, and survivor-sensitive investigation. Disciplinary measures will be applied where violations are substantiated.
- **Consequences:** Depending on the outcome, actions may include suspension, termination of contract, blacklisting, and legal referral, as appropriate.

## 7. Monitoring, Review, and Improvement

This policy will be reviewed annually or as required to ensure continued alignment with international safeguarding standards, donor expectations, and national laws. Lessons learned from reported cases and feedback from stakeholders will inform improvements.

## 8. Conclusion

As a growing and principled organization, EHRDF is deeply committed to upholding the highest standards of protection and care. This policy affirms our dedication to preventing exploitation, protecting the vulnerable, and responding to abuse with dignity, justice, and compassion.

Approved by the Board of Directors May 01, 2026

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