



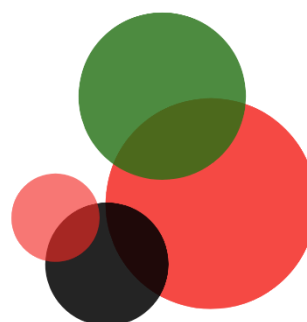
**Youth Projects
Development Platform**

PROTECTION FROM SEXUAL EXPLOITATION, ABUSE AND HARASSMENT POLICY

*A Community of Visionary Youths,
A Platform for Change*

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The Youth Projects Development Platform



Youth Projects Development Platform

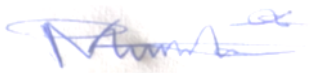
A Community of Visionary Youths, A Platform for Change

THE PROTECTION FROM SEXUAL EXPLOITATION, ABUSE AND HARASSMENT POLICY

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APPROVAL AND SIGNATORIES

This Protection from Sexual Exploitation, Abuse and Harassment (PSEAH) Policy has been reviewed and approved by the Board of the Youth Projects Development Platform. It is binding on all Board members, employees, volunteers, interns, consultants, contractors, partners, and any other individuals representing or acting on behalf of YPDP. All persons covered by this Policy are required to read, understand, and comply with its provisions and are responsible for promoting a safe, respectful, and abuse-free environment in all YPDP activities, programmes, and operations.

Name	Position	Signature	Date
Patience Mumbi	Board Chair	 	26/12/2026

DOCUMENT CONTROL

Item	Details
Document Title	Code of Conduct
Category	Ethical Polic
Version	1.0
Effective Date	26 th December 2025
Review Cycle	Every 2 Years
Next Review Date	December 2027
Custodian	Executive Director
Approving Authority	YPDP Board

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I. INTRODUCTION

The Youth Projects Development Platform (YPDP) is a youth-led non-governmental organization committed to empowering young people and driving sustainable socio-economic development in communities across Zambia. Since its establishment in 2017, YPDP has promoted innovation, entrepreneurship, civic participation, environmental stewardship, and inclusive development through deliberate, impact-driven programmes and projects.

YPDP envisions a Zambia where youths are educated, empowered, and active participants in shaping a healthy, sustainable, and inclusive society, where their ideas, entrepreneurial initiatives, inventions, and innovations thrive within a framework of good governance, accountability, and equal opportunity.

Our mission is to empower youths to drive Zambia's development by fostering economic independence, promoting cooperative entrepreneurial initiatives, supporting inventions and innovations, advancing a green and sustainable environment, and championing transparency, accountability, and good governance as foundations for inclusive community development.

In pursuing this mission, YPDP recognizes that every individual has the right to live, work, volunteer, and participate in programmes and activities free from sexual exploitation, sexual abuse, and sexual harassment. YPDP adopts a zero-tolerance approach to all forms of sexual exploitation, abuse, and harassment (PSEAH) and is committed to preventing, detecting, reporting, and responding promptly and appropriately to any incidents involving its Board members, employees, volunteers, interns, consultants, contractors, partners, and any other persons acting on its behalf.

This Protection from Sexual Exploitation, Abuse and Harassment Policy establishes the principles, standards, responsibilities, and procedures that guide YPDP in preventing and addressing sexual misconduct. It seeks to ensure that all beneficiaries, community members, staff, volunteers, partners, and other stakeholders are treated with dignity, respect, and fairness, and that YPDP programmes and workplaces remain safe, inclusive, and free from abuse.

This Policy applies to all YPDP operations, programmes, projects, activities, and interactions, whether conducted in person or through digital platforms. It should be read and implemented alongside the YPDP Code of Conduct, Safeguarding Policy, Child Protection Policy, Human Resources Policy, and any other relevant organizational policies and applicable laws of the Republic of Zambia.

II. APPLICABILITY

The Youth Projects Development Platform (YPDP) Protection from Sexual Exploitation, Abuse and Harassment (hereinafter referred to as the PSEAH Policy) applies to all individuals associated with YPDP. This includes full-time and part-time staff, volunteers, interns, consultants, contractors, governing body members, and any other persons acting on behalf of YPDP, as well as visitors to YPDP programmes, projects, or facilities. For the purposes of this Policy, all such individuals are collectively referred to as “personnel.”

This Policy applies at all times, both during and outside official working hours, in relation to any activity, conduct, or interaction connected to YPDP or its programmes, projects, or operations.

The key principles of this Policy also extend to third parties, including partners, suppliers, contractors, and other stakeholders engaging with YPDP. Further guidance on third-party obligations is provided in the YPDP Code of Conduct under the section on Key Principles for Third Parties.

III. TERMINOLOGY

Protection: Protection is understood as an overarching term that encompasses both the prevention of and response to sexual exploitation, sexual abuse, and sexual harassment. It includes all measures aimed at safeguarding individuals from harm and ensuring timely, appropriate action when incidents occur.

- **Sexual Exploitation:** Sexual exploitation refers to any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes. This includes, but is not limited to, profiting financially, socially, or politically from the sexual exploitation of another person.
- **Sexual Abuse:** Sexual abuse refers to the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
- **Sexual Harassment:** Sexual harassment refers to any unwelcome sexual advance, request for sexual favour, or verbal, non-verbal, or physical conduct of a sexual nature. It also includes any other behaviour of a sexual nature that might reasonably be expected or perceived to cause offence, humiliation, or intimidation to another person.

For further clarification and additional related terms, please refer to Annex I: Terminology, which forms an integral part of this Policy.

	Sexual Exploitation (SE)	Sexual Abuse (SA)	Sexual Harassment (SH)
Who?	Us + beneficiary	Us + beneficiary	Us + us
What?	- Abuse of vulnerability, differential power, or trust - Victim's sexual activity generates benefits	- Physical intrusion of a sexual nature - Use of force or coercion	- Unwelcome advance or a conduct of sexual nature - Creates an intimidating environment or becomes condition of employment
Examples (Non-exhaustive)	- Offering money, gifts or a job in exchange for a sex - Withholding due services or blackmailing for a sex - Hiring prostitutes - Threats of sexual exploitation	- Unwanted kissing, touching, grabbing, or rubbing - Threats of an unwanted sexual act - Raping or attempted rape - Any sexual activity with a child	- Touching, kissing or speaking inappropriately - Attempted or actual sexual assault - Raping or attempted rape

IV. POLICY STATEMENT

Sexual Exploitation, Abuse, and Harassment (hereinafter referred to as SEAH) constitute a serious violation of ethical standards and are strictly prohibited. Such conduct represents a breach of the YPDP Code of Conduct and Safeguarding Policy and is therefore considered unacceptable under any circumstances.

Through this Policy, the Youth Projects Development Platform (YPDP) reaffirms its commitment to a zero-tolerance approach towards all forms of sexual exploitation, sexual abuse, sexual harassment, bullying, and any form of (non-)sexual abuse of power. This applies to conduct perpetrated by staff members, volunteers, interns, consultants, contractors, partners, or any individuals associated with YPDP against any person, regardless of age, gender, sexual orientation, disability, religion, ethnicity, or any other status.

YPDP is committed to taking all reasonable and necessary measures to prevent any negative impacts arising from its programmes and operations, with particular emphasis on preventing and addressing SEAH committed by its personnel or partners against beneficiaries or members of the wider community.

The organization treats all complaints and concerns related to sexual exploitation, abuse, and harassment with the utmost seriousness. Any allegation indicating a potential violation of this Policy and/or related policies, including the Code of Conduct and Safeguarding framework, will be promptly, fairly, and thoroughly investigated in accordance with established procedures and applicable legal and organizational standards.

V. CORE Principles

In order to protect vulnerable adults and children and to ensure the integrity of its operations, YPDP adopts and adheres to the following six Inter-Agency Standing Committee (IASC) Core Principles on Protection from Sexual Exploitation and Abuse and Sexual Harassment (PSEAH):

- SEAH by any YPDP staff member or associated personnel constitutes gross misconduct and is therefore grounds for disciplinary action, including possible termination of employment or contract.
- Sexual activity with children (persons under the age of 18) is strictly prohibited, regardless of the age of majority or age of consent under local law. Mistaken belief regarding the age of a child is not an acceptable defence.
- The exchange of money, employment, goods, services, or any other benefits for sex, sexual favours, or any form of humiliating, degrading, or exploitative behaviour is strictly prohibited. This includes any exchange of assistance or services that are due to programme participants.
- Any sexual relationship between YPDP personnel and beneficiaries that involves the improper use of position, authority, or influence is strictly prohibited. Such relationships are based on inherently unequal power dynamics and may undermine the credibility, integrity, and trustworthiness of YPDP and its programmes.
- All personnel have an obligation to report any concerns, suspicions, or allegations of SEAH or child abuse involving a colleague, partner, or any associated individual, whether within YPDP or external to it, through established reporting mechanisms without delay.
- All personnel are required to contribute to the creation and maintenance of an environment that prevents SEAH and child abuse and supports the effective implementation of this Policy, the Code of Conduct, and related safeguarding frameworks. Managers and supervisors at all levels have a heightened responsibility to promote, support, and maintain such an environment.

This Policy is further underpinned by the following YPDP safeguarding principles, which reflect the organisation's commitment to preventing harm and promoting the protection of children and vulnerable adults:

Principle 1: Zero tolerance of inaction

SEAH is never acceptable. YPDP defines zero tolerance as the requirement to act on every allegation in a fair, consistent, and timely manner, ensuring due process and procedural fairness for all parties involved.

Principle 2: Strong leadership accelerates culture change

YPDP leadership is responsible for setting clear expectations, modelling respectful behaviour, and promoting a culture of integrity, inclusion, and accountability. Leaders are expected to actively address SEAH risks and strengthen safeguarding systems.

Principle 3: Survivor-centred approach

All actions taken in response to SEAH must prioritise the rights, needs, safety, and wishes of the survivor, guided by a “do no harm” approach, while also ensuring fairness and due process for all parties.

Principle 4: Prevention is everyone's responsibility

The prevention of SEAH requires the active commitment, participation, and accountability of all YPDP personnel, partners, and stakeholders. Safeguarding is a collective responsibility embedded in all organisational activities.

Principle 5: Gender equality and social inclusion

YPDP recognises that gender inequality and power imbalances increase vulnerability to SEAH. Engagement with beneficiaries must be grounded in respect for diversity, promotion of gender equality, social inclusion, accountability, and a strong “do no harm” approach.

Principle 6: Accountability and transparency

YPDP is accountable to beneficiaries and communities for the assistance it provides. Effective reporting and transparency strengthen monitoring of SEAH risks, improve safeguarding systems, and enhance collaboration with partners to ensure continuous improvement.

VI. OUR COMMITMENTS

YPDP is committed to upholding the above core principles through the implementation of the following commitments aimed at preventing, mitigating, responding to, and continuously improving protection from Sexual Exploitation, Abuse, and Harassment (SEAH).

VI.I. Prevention and Risk Mitigation of SEAH

YPDP is committed to preventing and mitigating the risk of SEAH through the following measures:

1. Awareness and Training

- All staff understand and comply with the principles and requirements set out in this Policy.
- All personnel receive mandatory PSEAH training as part of induction and on a regular basis, alongside training on the Code of Conduct, Safeguarding, and Child Protection policies, to ensure clear understanding of expected standards of behaviour and reporting obligations.
- Staff with specific or senior responsibilities, including managers and the PSEAH focal point, receive additional, role-specific training commensurate with their responsibilities.
- All staff, and particularly managers, are responsible for promoting awareness and understanding of this Policy within their teams and departments.

2. Safe Recruitment and Vetting

- YPDP implements safe recruitment procedures in line with its Human Resources Policy and Recruitment Guidelines.
- Particular care is taken when appointing individuals who may have direct or unsupervised contact with children or vulnerable persons, including appropriate screening, reference checks, and safeguarding considerations.

3. Reporting Mechanisms

- Clear, confidential, and accessible reporting channels for SEAH are established and communicated to all staff and stakeholders, including via email: youprodevplat@gmail.com.
- Reporting mechanisms are inclusive, safe, and accessible to all individuals at all times.
- Equivalent reporting systems are developed and communicated to beneficiaries and communities, ensuring they understand how to report concerns safely.
- SEAH reporting mechanisms are integrated into YPDP's broader feedback and complaints system, ensuring a single coordinated response framework.
- Complaints may also be received from external stakeholders, including members of the public, partners, and regulatory bodies, in accordance with the Whistleblowing Policy and the Community Feedback and Response Mechanism Policy.

4. Protection of Whistleblowers and Complainants

- YPDP ensures protection for all individuals involved in reporting or investigating SEAH concerns, including complainants, survivors, witnesses, and subjects of complaints.
- No form of intimidation, retaliation, threats, or reprisals will be tolerated. Any staff member found engaging in such conduct will be subject to disciplinary action, up to and including dismissal.
- Allegations made in good faith will not result in punitive action, even if not substantiated. However, knowingly false or malicious allegations will result in disciplinary action.

5. Safe Programming and Risk Assessment

- SEAH risks are systematically integrated into all organisational risk assessments, planning tools, and programme design processes.
- Protection and safeguarding considerations are embedded in all risk management frameworks and programme implementation strategies.
- Due diligence and partner capacity assessments include evaluation of safeguarding systems and SEAH prevention measures.

6. Engagement with Communities

- YPDP engages local communities, stakeholders, and relevant government structures in the design and implementation of preventive and responsive SEAH measures, including awareness-raising activities and reporting systems.

7. Third-Party Compliance

- This Policy is disseminated to all partners, contractors, and third parties engaged by YPDP, and its principles are made binding where applicable.
- Partnership and sub-grant agreements include safeguarding provisions requiring compliance with this Policy, including:
 - a) attachment of the Code of Conduct Key Principles;
 - b) mandatory adherence to equivalent safeguarding standards;
 - c) clear provisions that failure to prevent, report, or respond to SEAH constitutes grounds for termination of agreement; and
 - d) inclusion of capacity-building support to strengthen partner safeguarding systems where gaps are identified.

VI.II. Response to SEAH Allegations and Cases

YPDP is committed to identifying, responding to, and addressing SEAH concerns in a timely, fair, and systematic manner.

1. Complaints Handling and Investigation

- All SEAH complaints are managed promptly, professionally, and in accordance with established investigation procedures and guidelines.
- All incidents are recorded and handled through confidential, structured, and standardized processes.
- Designated focal points are trained and competent in receiving and managing SEAH complaints.
- Allegations are subject to confidential, timely, and thorough investigations conducted in line with the Investigation Guidelines.
- Where necessary, alleged perpetrators may be suspended from duties pending the outcome of investigations, particularly where there is contact with beneficiaries or risk of harm.
- Appropriate disciplinary measures, including termination of employment or contract, may be applied where violations are confirmed.
- Where appropriate and in line with survivor consent and applicable law, cases may be referred to relevant authorities for further investigation or legal action.
- Complainants and survivors will be informed of the status and outcome of their complaints, where it is safe and appropriate to do so, without compromising confidentiality or case integrity.

2. Survivor-Centred Approach

- YPDP applies a survivor-centred approach in all SEAH cases, guided by the following principles:
- Safety and protection of survivors and affected persons is the highest priority.
- The rights, needs, dignity, and wishes of survivors are central to all prevention and response actions.
- Core principles include belief, respect, confidentiality, non-discrimination, informed consent, empowerment, and “do no harm.”
- Survivors are supported in accessing appropriate services, including psychosocial support, medical care, and legal assistance, either directly or through referral mechanisms.
- Support services are provided regardless of whether a formal investigation is initiated, and decisions regarding support are led by the survivor.

3. Learning and Continuous Improvement

- YPDP is committed to continuous learning and improvement in its SEAH prevention and response systems.

- The organisation regularly reviews reports, identifies trends and risks, and strengthens safeguarding systems accordingly.
- Ongoing risk assessment and mitigation are integral to all safeguarding efforts to ensure prevention of further harm to survivors and affected individuals.

VII. ROLES AND RESPONSIBILITIES

Creating and maintaining a safe, respectful, and protective working environment is the responsibility of all individuals associated with the Youth Projects Development Platform (YPDP). Failure to act on concerns, suspicions, or disclosures relating to Sexual Exploitation, Abuse, and Harassment (SEAH) is not acceptable.

1. Management Responsibility

- Management holds overall accountability for the implementation, monitoring, and enforcement of this Policy.
- Managers and supervisors are responsible for promoting a culture of safety, integrity, accountability, and zero tolerance for SEAH.
- They are also responsible for ensuring that staff understand their obligations under this Policy and related safeguarding frameworks.

2. Individual Responsibility (All Personnel)

- All staff, volunteers, interns, consultants, partners, and other representatives of YPDP are required to comply with this Policy, the Code of Conduct, and all related safeguarding and child protection policies, both during and outside working hours.
- All personnel have a duty to prevent SEAH and to act in a manner that upholds the dignity and safety of all individuals engaged in YPDP programmes and activities.

3. Reporting Obligation

- All personnel are required to report any suspicions, concerns, or allegations of SEAH involving others, in accordance with established reporting procedures.
- Reports may be made without disclosing sensitive information that was shared in confidence where disclosure is not appropriate or safe.
- Failure to report suspected SEAH involving others constitutes a breach of this Policy and may result in disciplinary action.
- For clarity, no individual is required or expected to report incidents of SEAH that they themselves have experienced, although support and reporting options will be made available to them should they choose to disclose.

4. PSEAH Focal Point(s)

- YPDP shall designate one or more Protection from Sexual Exploitation, Abuse and Harassment (PSEAH) Focal Points to support the implementation of this Policy.
- The PSEAH Focal Point serves as a confidential first point of contact for staff and community members to raise concerns or seek guidance on reporting procedures.
- Focal Points must be appropriately trained in SEAH prevention, reporting mechanisms, survivor-centred approaches, and confidentiality requirements. \
- PSEAH Focal Points should be established at different organisational levels (including headquarters, field, and programme levels) to ensure accessibility and responsiveness.
- Where possible, field-level focal points should be individuals who regularly interact with communities to ensure they are approachable and trusted.

I. REPORTING PROCEDURES

YPDP is committed to ensuring that all concerns, suspicions, or allegations of Sexual Exploitation, Abuse, and Harassment (SEAH) are reported safely, promptly, and through clear and accessible channels. Reporting mechanisms are designed to be confidential, survivor-centred, and responsive.

All personnel and stakeholders are encouraged and required to report any SEAH-related concerns in accordance with the procedures below.

1. Step 1: Identify and Ensure Immediate Safety

- Any person who becomes aware of or receives a disclosure of SEAH must first ensure the immediate safety of the survivor or affected person.
- Where there is an imminent risk of harm, urgent protective action must be taken without delay.
- No attempt should be made to investigate or interrogate the survivor or alleged perpetrator at this stage.

2. Step 2: Receive the Report with Care and Confidentiality

- The person receiving the report must listen respectfully, remain non-judgmental, and allow the complainant to speak freely.
- No pressure should be placed on the complainant to provide unnecessary details.
- Confidentiality must be strictly maintained and information shared only on a need-to-know basis.

3. Step 3: Document the Information

- All reported concerns must be documented accurately and securely using the designated SEAH reporting form or reporting system.

- Information should include basic facts such as what was reported, when, where, and by whom, without conducting an investigation.
- Records must be stored securely in accordance with YPDP data protection and confidentiality standards.

4. Step 4: Immediate Reporting to Designated Channels

- All SEAH concerns must be reported immediately to the designated PSEAH Focal Point or directly to management through approved reporting channels, including email (youprodevplat@gmail.com) or other official systems.
- Where the complaint involves the focal point or management, it must be escalated to an alternative designated authority or governing body representative.

5. Step 5: Initial Review and Risk Assessment

- The PSEAH Focal Point or designated safeguarding authority will conduct an initial assessment to determine:
 - The level of risk to the survivor or others;
 - Whether immediate protective or precautionary measures are required (e.g., suspension of alleged perpetrator);
 - Whether the case requires referral to external authorities.

6. Step 6: Referral and Case Management

- Where appropriate and with survivor consent (where applicable), cases may be referred to relevant external authorities for further investigation or legal action.
- Survivors will be supported and guided through available services, including medical, psychosocial, and legal support.

7. Step 7: Investigation and Follow-Up Action

- All cases will be investigated in accordance with YPDP's Investigation Guidelines.
- Investigations will be conducted in a fair, impartial, confidential, and timely manner.
- Where allegations are substantiated, appropriate disciplinary measures will be applied in line with organisational policies and applicable law.

8. Step 8: Feedback and Closure

- Complainants and survivors will be informed of the progress and outcome of their case, where appropriate and safe to do so.
- Case closure will only occur once all necessary actions, including support measures and corrective actions, have been completed.

Core Reporting Principles

All reporting processes at YPDP are guided by the following principles:

- **Confidentiality:** Information is protected and shared only when necessary.
- **Safety:** The wellbeing of survivors and affected persons is the highest priority.
- **Do No Harm:** No action should increase risk or cause further harm.
- **Survivor-Centred Approach:** The rights, needs, and wishes of survivors guide all actions.
- **Timeliness:** All reports must be acted upon without delay.
- **Accountability:** All concerns are taken seriously and addressed appropriately.

POLICY IMPLEMENTATION - CHECKLIST

Implementing the policy in the workplace involves communicating it to all staff and providing any necessary training to ensure they understand it. The policy should be practiced and promoted by management to lead the way for staff.

POLICY MADE AVAILABLE TO ALL relevant STAFF	☐
New policy/updated version of existing policy was shared with all relevant staff	
Copies of the policy are also available in any local languages and explained to the workers.	
Copies are displayed in the office, on the webpage ¹ .	
A summary version of the full policy version act as a reminder to staff. If relevant, different parts of the code can be highlighted in different parts of your office—for example, you can put up signs in kitchens about acceptable behavior and respect for others.	
UNDERSTANDING THE POLICY	☐
Responsible person for implementing the policy was assigned	
Relevant staff receives training for the policies . The best training programs provide a way to track training progress and allow employees an opportunity to seek clarification where they are stuck. Trainer should be able to clearly explain the policy to staff and answer their questions. It is crucial to communicate effectively in negotiations to ensure trainer achieved his ultimate goal, i.e. staff understand the policy. Do not fYouth Projects Development Platform (YPDP)et to ask trainees and trainer to sign the training attendance sheets, as this type of documentation is often required by the auditors.	
Feedback from trained staff is collected to ensure that they understand the policy and what is expected of them. If they don't fully understand some areas, provide additional	

explanation (e.g. one-on-one training, allocate time during staff meeting to explain the issue).	
Compliance with the policy is monitored and enforced by the senior management.	
ACCEPTING THE POLICY	☐
Code of Conduct is attached to all staff contracts and other persons/entities, and acceptance of the policy is signed by them. A substantial breach of the policy needs to be listed under the reasons to terminate the contract.	
Key policies are annexed to the national staff handbook	

ANNEX I: DEFINITIONS (SEAH GLOSSARY)

This annex provides definitions of key terms used in the Protection from Sexual Exploitation, Abuse and Harassment (PSEAH) Policy. These definitions are intended to ensure a common understanding and consistent application of the Policy across YPDP.

1. Sexual Exploitation and Abuse and Harassment (SEAH)

An umbrella term covering Sexual Exploitation, Sexual Abuse, and Sexual Harassment. SEAH refers to any actual, attempted, or threatened abuse of power, trust, or vulnerability of another person for sexual purposes or conduct of a sexual nature that causes harm, intimidation, or offense.

2. Sexual Exploitation

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

3. Sexual Abuse

Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. This includes any sexual activity with a person who does not or cannot give free and informed consent.

4. Sexual Harassment

Any unwelcome sexual advance, request for sexual favour, or other verbal, non-verbal, or physical conduct of a sexual nature. This includes conduct that may reasonably be expected or perceived to cause offence, humiliation, intimidation, or discomfort.

5. Child / Minor

Any person under the age of 18 years, regardless of the age of majority or legal consent in the country of operation.

6. Consent

A freely given, informed, and voluntary agreement to engage in a specific activity. Consent cannot be assumed, implied, or obtained through coercion, manipulation, abuse of power, or exploitation. A person who is under 18 years of age cannot legally provide consent for sexual activities.

7. Survivor / Victim

A person who has experienced SEAH. The term “survivor” is generally preferred as it emphasizes resilience and strength, while “victim” may be used in legal or investigative contexts where appropriate.

8. Allegation

A claim or assertion that SEAH has occurred, which has not yet been proven or disproven through investigation.

9. Complainant

Any person who reports or raises a concern or allegation of SEAH. The complainant may be the survivor or a third party reporting on behalf of another person.

10. Perpetrator / Alleged Perpetrator

A person who is alleged to have committed SEAH. The term “alleged perpetrator” is used until a formal investigation confirms responsibility.

11. Beneficiary / Programme Participant

Any individual, group, or community receiving assistance, services, or support from YPDP programmes, projects, or activities.

12. Staff / Personnel

All individuals engaged by YPDP, including employees (full-time and part-time), volunteers, interns, consultants, contractors, governing body members, and any other persons acting on behalf of the organization.

13. Safeguarding

The set of policies, procedures, and practices aimed at ensuring that all individuals, particularly children and vulnerable adults, are protected from harm, abuse, and exploitation during engagement with YPDP.

14. Protection

An overarching term referring to both prevention of and response to harm, including SEAH. It includes all actions taken to safeguard individuals from abuse, exploitation, and neglect.

15. Survivor-Centred Approach

An approach that prioritizes the rights, dignity, safety, needs, and wishes of the survivor. It ensures that all responses are guided by the principles of confidentiality, respect, non-discrimination, informed consent, and “do no harm.”

16. Retaliation

Any adverse action, threat, intimidation, or discrimination against a person who reports SEAH, participates in an investigation, or supports a complainant or survivor.

17. Whistleblowing

The formal process of reporting suspected wrongdoing, including SEAH, misconduct, or violations of policy, through designated confidential reporting channels.

18. Power Imbalance

A situation in which one person has greater authority, influence, control, or access to resources than another, which may lead to exploitation or abuse if misused.

19. Third Parties

External individuals or organizations engaged with YPDP, including partners, suppliers, contractors, service providers, and implementing partners.