

Protection from Sexual Exploitation and Abuse Policy

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1. PURPOSE

The Canadian Association of Midwives (CAM) is committed to creating a safe work culture for its staff, volunteers, consultants and its partners. The purpose of this policy is to detail CAM's approach to preventing sexual exploitation and abuse, our expectations of those representing CAM, and detail our response when an issue arises.

This policy is subject to review and revision every two years, or more frequently as circumstances warrant. In all cases, all amendments must be authorized by the Executive Director.

2. DEFINITIONS

- i. *Sexual Abuse:* The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
- ii. *Sexual Exploitations:* Any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes.

3. ROLES AND RESPONSIBILITIES

CAM Managers, and ultimately the Executive Director, hold accountability for this policy and its implementation.

All CAM staff, volunteers, consultants, and other CAM representatives are expected to conduct themselves in accordance with the guidelines outlined in the Protection from Sexual Exploitation and Abuse Policy and report any suspicions of sexual exploitation, abuse or harassment of others.

4. SUPPORT FOR SURVIVORS AND VICTIMS

Support will be provided to survivors and victims. Survivors and victims can choose if and when they would like the support available to them.

5. PREVENTION OF SEXUAL EXPLOITATION AND ABUSE

5.1 Sexual Activity with Children

CAM strictly prohibits staff, volunteers, consultants or any other person representing CAM in an official capacity from engaging in sexual relationships with children, which is anyone under the age of 18 years (or older if the local law indicates as such). Mistaken belief of age will not be considered a defense.

CAM's policy does not prohibit staff, volunteers, consultants or any other person representing CAM in an official capacity from engaging in intimate relationships with colleagues, except where there is an unequal power dynamic. CAM prohibits staff from engaging in intimate relationships with people who they supervise. All intimate relationships must be immediately reported to CAM's Executive Director, even if the relationship may not continue. All disclosures will be treated confidentially. Staff engaged in a relationship must behave in a professional manner and conduct their relationship in a way that does not impact CAM's projects. Work decisions must not be influenced by the relationship. CAM reserves the right to request the termination of the relationship or of employment (if termination of the relationship is refused) if the relationship is interfering with CAM's activities.

5.3 Sexual Activity with CAM Beneficiaries and Staff from Partner and Donors

CAM's policy strictly prohibits staff, volunteers, consultants or any other person representing CAM in an official capacity from engaging in intimate relationships with beneficiaries, colleagues and/or staff from partner and donor organizations.

Any pre-existing intimate relationship must be reported to the Executive Director.

5.4 Buying Sex

CAM strictly prohibits staff, volunteers, consultants or any other person representing CAM in an official capacity from buying sex.

CAM does not make a judgement against individuals who participate in selling sex in exchange for money or other material support. However, CAM has banned this activity in order to prevent sexual exploitation and abuse from occurring.

6. RAISING A COMPLAINT OR CONCERN

All CAM staff, volunteers, consultants or any other person representing CAM in an official capacity are expected to report any suspicions of sexual exploitation, abuse or harassment of others. A complaint or concern can be raised to the Executive Director verbally, or in writing to director@canadianmidwives.org. Additionally, a complaint or concern may be sent directly to CAM's President. Current contact information can be found on CAM's Board of Directors' contact sheet, or can be provided by a member of CAM's Management team.

Staff from partner and donor organizations may report a complaint or concern in the same manner.

7. PROCEDURE FOR HANDLING COMPLAINTS OR CONCERNS

Confidentiality will be maintained throughout the process by all staff and witnesses. Staff members who breach confidentiality will be subject to disciplinary action.

- i. When a complaint or concern is raised, an e-mail will be sent to the complainant acknowledging receipt as soon as possible. All suspected cases of child abuse will be immediately reported to the local authorities.

- ii. Within three (3) days of receiving a complaint, the Executive Director will convene a case conference with CAM's management team to determine the best course of action, and how support will be provided to the victim. The person who is the subject of the abuse will make the decision whether the event is to be reported to the local authorities. If someone's life is in danger, then the decision to report may need to be made by CAM's Executive Director.

8. MISCONDUCT

Failure of staff, volunteers, consultants or any other person representing CAM in an official capacity to follow CAM's Protection from Sexual Exploitation and Abuse Policy will result in disciplinary action, up to and including termination. Failure to report suspected sexual exploitation and/or abuse is considered a breach of policy and could lead to disciplinary action being taken.

9. AWARENESS RAISING FOR STAFF, VOLUNTEERS AND CONSULTANTS

Training will be provided for all staff, volunteers and consultants on CAM's Sexual Exploitation and Abuse Policy. Staff, volunteers and consultants are expected to understand this policy, and are encouraged to bring questions or concerns forward to their supervisor.