

Anti-Trafficking, Sexual Misconduct, Sexual Exploitation, and Anti-Corruption Policies

The following document outlines the Anti-Trafficking, Sexual Misconduct, Sexual Exploitation, and Anti-Corruption Policies belonging to Peace of Mind Association (PoMA). This policy is effective 4 July 2023.

1. Anti-Trafficking Policy

PoMA recognizes the importance of combating human trafficking, a serious violation of human rights. We are committed to preventing and addressing any form of trafficking, including child trafficking, within our programs and operations.

1.2. Policy Statement:

PoMA prohibits all forms of trafficking, including recruitment, transportation, transfer, harbouring, or receipt of children for the purpose of exploitation. PoMA commits to:

- a) Complying with all applicable local, national, and international laws and regulations related to anti-trafficking.
- b) Raising awareness among staff, volunteers, partners, and stakeholders about the signs of trafficking and providing appropriate training and resources to prevent and respond to potential cases.
- c) Reporting any suspicion or knowledge of trafficking to the relevant authorities and taking appropriate action to support and protect the victims.

2. Sexual Misconduct Policy

PoMA has a zero-tolerance policy towards any form of sexual misconduct, including but not limited to sexual harassment, abuse, or assault. We are committed to creating and maintaining a safe and respectful environment for all individuals associated with our organization, particularly children.

2.1. Policy Statement:

PoMA prohibits any form of sexual misconduct committed by staff, volunteers, partners, or stakeholders, regardless of their position or authority. PoMA commits to:



- a) Enforcing procedures to prevent and address sexual misconduct, including reporting mechanisms and support systems for victims, as outlined in the Handbook.
- b) Treating all reports of sexual misconduct seriously, investigating promptly and impartially, and taking appropriate disciplinary action if misconduct is substantiated.
- c) Providing accessible information and training on sexual misconduct prevention, response, and support for staff, volunteers, partners, and stakeholders.

3. Sexual Exploitation Policy

PoMA is committed to protecting children from sexual exploitation and abuse. We recognize the vulnerability of children and the importance of creating an environment that safeguards their rights and well-being.

3.1. Policy Statement:

PoMA strictly prohibits any form of sexual exploitation of children, including engaging in or facilitating sexual activities with children. PoMA commits to:

- a) Complying with all applicable laws and regulations related to preventing and addressing sexual exploitation.
- b) Requiring all staff, volunteers, partners, and stakeholders to report any suspicion or knowledge of sexual exploitation promptly and confidentially.
- c) Thoroughly investigating any reports of sexual exploitation, and taking appropriate action, including reporting the matter to the relevant authorities and providing support to victims.

4. Anti-Corruption Policy

PoMA is committed to the highest standards of integrity, transparency, and accountability in all aspects of our operations, including the prevention of corruption and bribery.

4.1. Policy Statement:

PoMA strictly prohibits any form of corruption, including bribery, embezzlement, fraud, or any other unlawful or unethical practices. PoMA commits to:

- a) Complying with all applicable laws and regulations regarding anti-corruption and bribery.
- b) Expecting all staff, volunteers, partners, and stakeholders to act honestly, transparently, and with the utmost integrity in all their interactions on behalf of the organization.
- d) Promptly reporting any suspicion or evidence of corruption or bribery.



5. Confidentiality and Information Sharing

PoMA acknowledges the importance of confidentiality in handling sexual exploitation concerns. Information should only be shared on a need-to-know basis with relevant individuals involved in addressing the concern or as required by law.

Signed:

[Role]

[Date]