

# 24TH SESSION STANDING COMMITTEE ON PROGRAMMES AND FINANCE

## AGENDA ITEM 12

### Update on institutional efforts for prevention of sexual exploitation and abuse

Theodora Suter

*Head, Gender Coordination Unit*



## PSEA

### IOM PSEA INSTITUTIONAL EFFORTS

Theodora Suter  
Head, Gender Coordination  
Unit



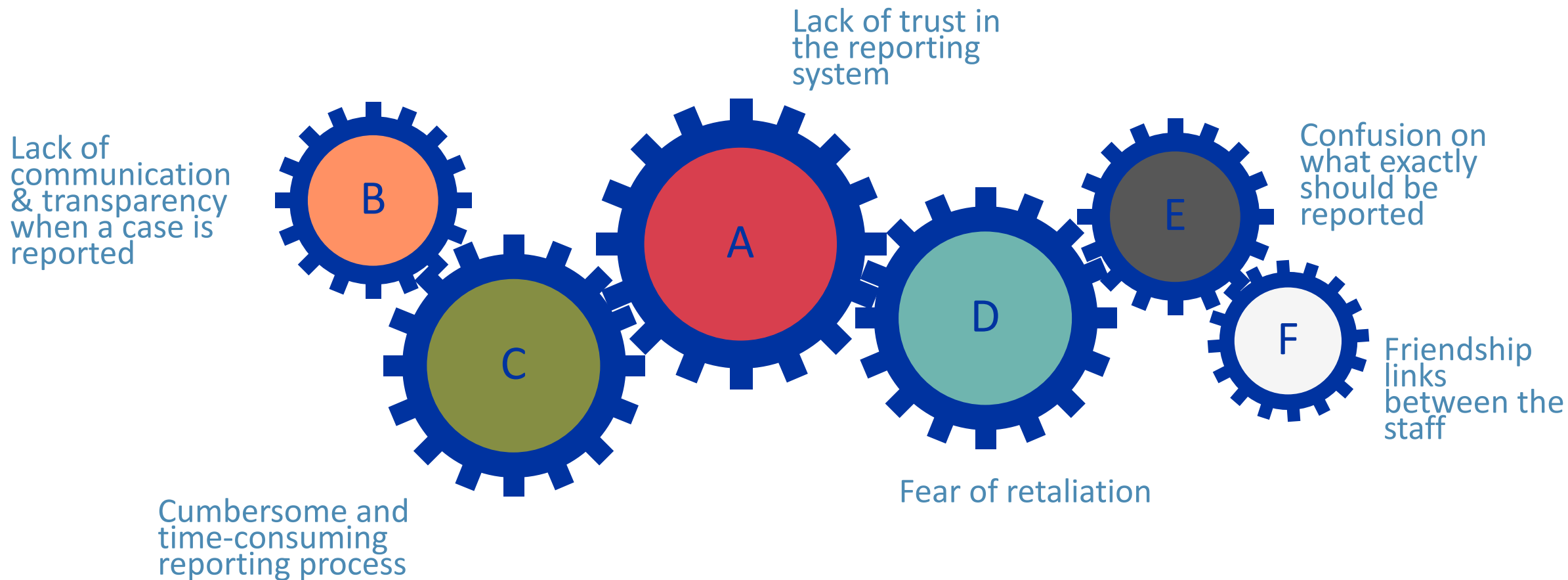




WHY WERE SEA  
REPORTS LOW?

## OBSTACLES TO REPORTING

### A TRUST ISSUE







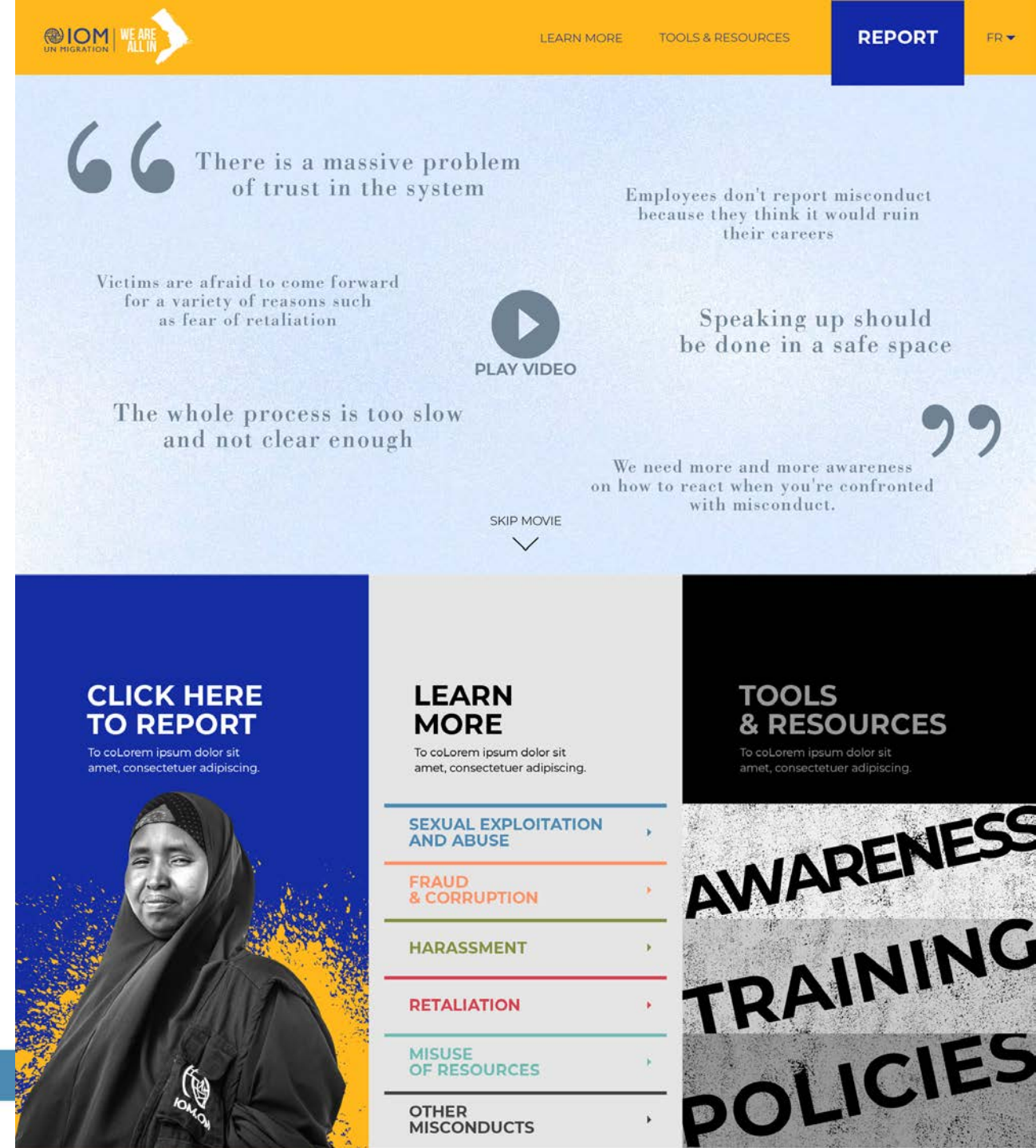
WE WENT FOR CHANGE



## THE REPORTING PLATFORM

### • WHY?

- To allow for centralization of pedagogy and prevention
- To report misconduct in two clicks
- To answer employee questions on PSEA and any other misconduct
- To communicate post-reporting steps
- To allow beneficiaries and others to report IOM misconduct



The screenshot displays the IOM Reporting Platform interface. At the top, the IOM logo and the slogan "WE ARE ALL IN" are visible on the left, while navigation links for "LEARN MORE", "TOOLS & RESOURCES", and "REPORT" are on the right. The main content area features a light blue background with several text blocks and a video player. A large quote on the left reads: "There is a massive problem of trust in the system". To its right, another quote states: "Employees don't report misconduct because they think it would ruin their careers". Below these, a video player is shown with a "PLAY VIDEO" button. Further down, a quote says: "The whole process is too slow and not clear enough". To its right, another quote reads: "Speaking up should be done in a safe space". Below this, a quote states: "We need more and more awareness on how to react when you're confronted with misconduct." A "SKIP MOVIE" button is located below the video player. The bottom section of the interface is divided into three columns. The left column, titled "CLICK HERE TO REPORT", features a woman in a black headscarf and a blue and yellow background. The middle column, titled "LEARN MORE", lists categories: "SEXUAL EXPLOITATION AND ABUSE", "FRAUD & CORRUPTION", "HARASSMENT", "RETALIATION", "MISUSE OF RESOURCES", and "OTHER MISCONDUCTS". The right column, titled "TOOLS & RESOURCES", features a large, bold, diagonal text overlay that reads "AWARENESS TRAINING POLICIES".

IOM  
UN MIGRATION  
WE ARE ALL IN

LEARN MORE  
TOOLS & RESOURCES  
REPORT  
FR

“ There is a massive problem of trust in the system

Employees don't report misconduct because they think it would ruin their careers

Victims are afraid to come forward for a variety of reasons such as fear of retaliation

PLAY VIDEO

Speaking up should be done in a safe space

“

The whole process is too slow and not clear enough

We need more and more awareness on how to react when you're confronted with misconduct.

SKIP MOVIE

CLICK HERE TO REPORT  
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LEARN MORE  
To coLorem ipsum dolor sit amet, consectetur adipiscing.

TOOLS & RESOURCES  
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SEXUAL EXPLOITATION AND ABUSE

FRAUD & CORRUPTION

HARASSMENT

RETALIATION

MISUSE OF RESOURCES

OTHER MISCONDUCTS

AWARENESS  
TRAINING  
POLICIES

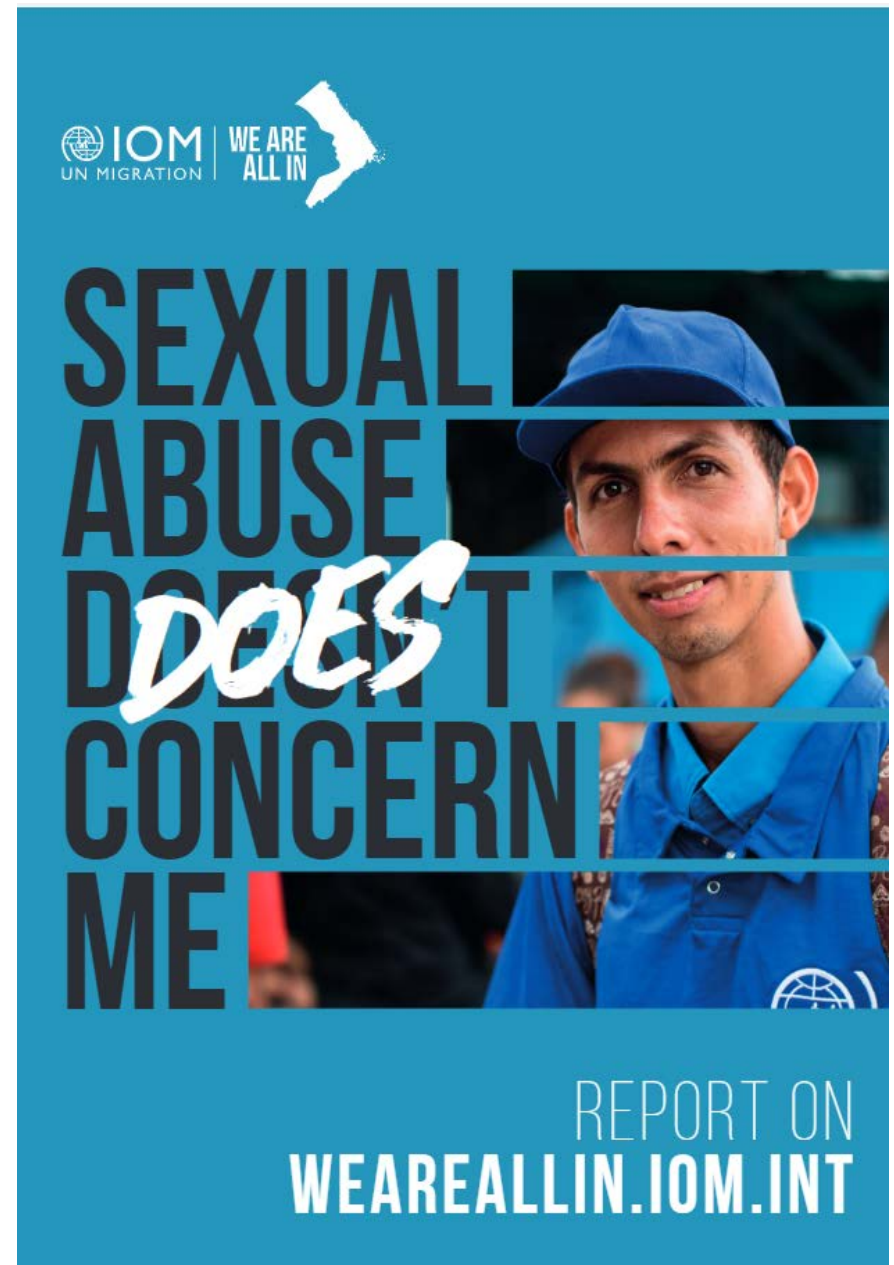
## A NEW PSEA APPROACH

COMMUNICATING MORE EFFECTIVELY

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### •WHY?

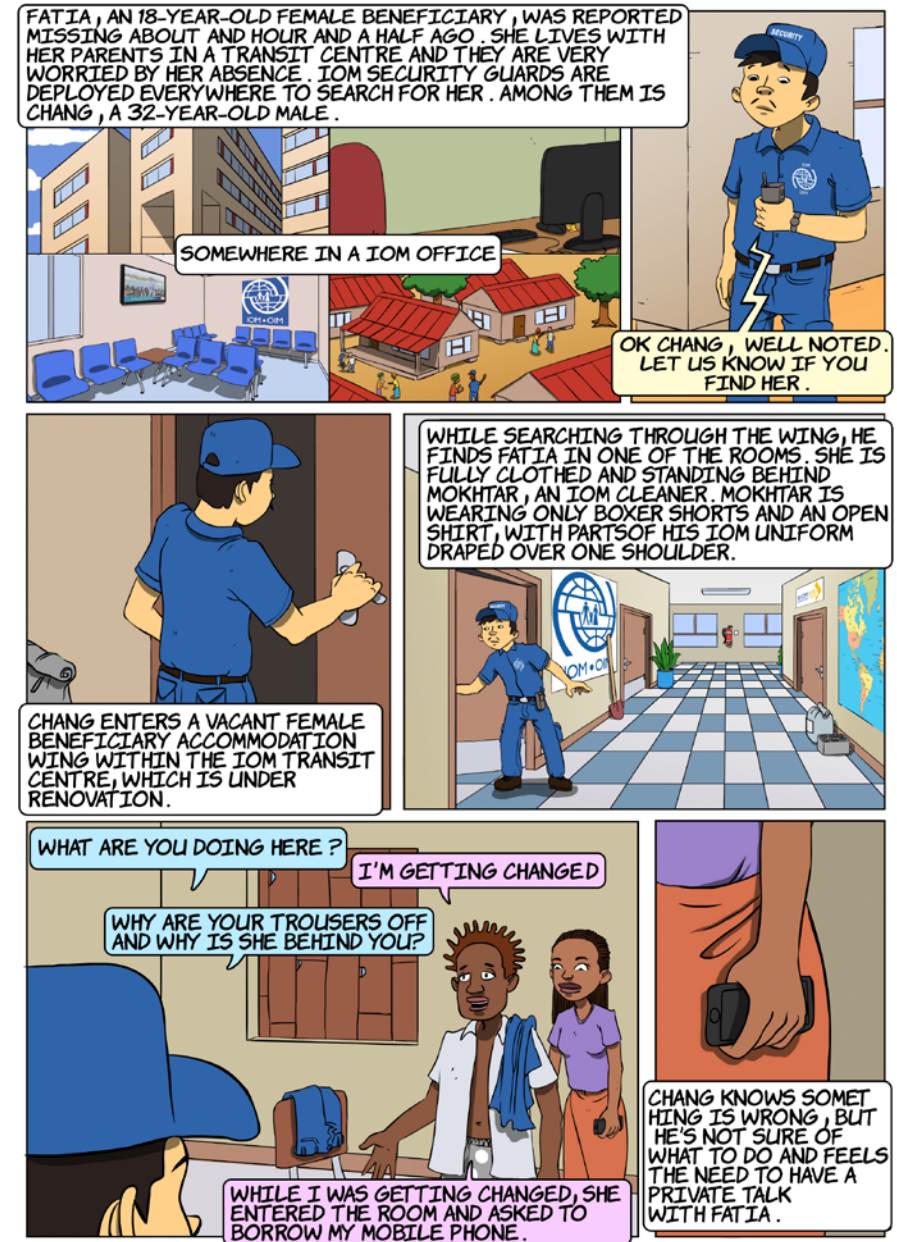
- A different methodology
- New content
- Putting the victim at the center
- Focus on behavioral change
- Emotionally touching



## TWO TRAINING PACKAGES

### • WHY?

- Targeting IOM Staff
- Targeting Implementing Partners





## WORKING WITH OTHERS TO DELIVER A COMMON MESSAGE

### • WHY?

- To deliver same message to IPs
- To capitalize and synergize
- To use the same approach





# ONE REPORT *CAN* WON'T MAKE A DIFFERENCE

REPORT MISCONDUCT ON  
**[WEAREALLIN.IOM.INT](https://weareallin.iom.int)**

*Send an encrypted,  
confidential report in 2 clicks.*



A woman wearing a patterned dress and a dark headscarf stands in a field of green plants. She is holding a light-colored bag over her shoulder. The background shows a line of trees and a bright, hazy sky, suggesting a sunset or sunrise. The overall tone is warm and serene.

# THANK YOU

We are now looking forward to the results of this institutional strategy