

UN WOMEN 2026 ACTION PLAN ON PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE (PSEA)

Impact: UN Women's organizational culture advances a safe, respectful, inclusive, and enabling working environment that is free from sexual exploitation and abuse (SEA), which recognizes, protects, and promotes the inherent dignity and rights of all UN Women personnel and those whom UN Women serves, thus empowering them to actively contribute to the effective prevention of any acts of SEA and equipping them with the necessary knowledge and tools to respond when made aware of any allegation of SEA.

Impact		Indicator	Baseline	2026 Actions
1. Leadership promote a respectful and safe work culture and are accountable for PSEA implementation.	1.1	Leadership at all levels promote a respectful and safe work culture, where individuals are empowered to report misconduct.	Leadership communicates the importance of a respectful and safe work culture and PSEA responsibilities. Conflict resolution services, formal reporting and investigative channels, and psychosocial support are available and communicated to all personnel.	<ul style="list-style-type: none"> • Continued communication on the importance of a respectful and safe work culture and PSEA responsibilities by leadership. • Continued provision and communication of informal conflict resolution services, formal reporting channels, and psychosocial support.
	1.2	Leadership at all levels implement their PSEA responsibilities.	Leadership are aware of UN-Women policy frameworks and their responsibilities within. All regional directors, country representatives, and heads of offices provide an annual certification to the Executive Director that all allegations of SEA from their areas of responsibility have been reported.	<ul style="list-style-type: none"> • Continued administration of annual managerial, regional, and country office PSEA compliance certification exercises.
2. Effective policy and governance frameworks are in place to address SEA.	2.1	PSEA policies and procedures are in place and regularly updated.	All required PSEA policies and procedures are in place and regularly updated through the Policies, Procedures, and Guidance (PPG) Repository Framework.	<ul style="list-style-type: none"> • Review and update of relevant policies with 2026 review dates, including inter-agency update of System-wide SEA policy, ST/SGB/2003/13. • Submission of UN-Women PSEA Action Plan to OSCSEA to support implementation of policies.
	2.2	Mechanisms are in place to regularly track the status of the implementation and uniformity of PSEA Policy.	UN-Women administers annual regional and country office SEA certification exercises, certifies this compliance to the Secretary General and Executive Board, and provides updates during the Annual Session of the Executive Board. PSEA progress is monitored through a comprehensive metrics and indicators framework.	<ul style="list-style-type: none"> • Continued administration of annual PSEA compliance certification exercises. • Continued provision of updates to the Secretary General through the report of the Secretary General and to the Executive Board through the Annual Session. • Continued monitoring of PSEA progress through a comprehensive metrics and indicators framework.
	2.3	Interagency cooperation to	UN-Women is a consistent participant in UN-wide SEA Working Groups and the IASC technical	<ul style="list-style-type: none"> • Continued participation in relevant UN-wide SEA Working Groups and subworking groups.

		strengthen system-wide coherence is prioritized.	advisory group on PSEAH (and sub-working groups), where best practices and lessons learned are exchanged.	
	2.4	A dedicated PSEA focal point is tasked with the overall responsibility for PSEA activities.	UN-Women's Human Resources Division is entrusted with the responsibility of organizational focal point for PSEA. The Workplace Relations Advisor and the PSEA Specialist are the HQ PSEA Focal Points.	<ul style="list-style-type: none"> Maintenance of appropriate human resource capacity.
	2.5	Effective organizational and in-country PSEA structures are in place.	HR Business Partners serve as contact points on PSEA for the respective regions. PSEA focal points are appointed for all regional and country offices, and HQ PSEA Focal Points build their capacity.	<ul style="list-style-type: none"> Provision of guidance on inclusion of PSEA responsibilities in workplan and performance appraisal for regional and country offices. Continued provision of training, a community of practice, and resource repository for Focal Points.
	2.6	PSEA-related rights and obligations are communicated to all personnel.	All new hires are provided with key PSEA information and links to all policies as part of the induction process.	<ul style="list-style-type: none"> Continued provision of information on PSEA to personnel via Intranet, new hires welcome letter, orientation, trainings, and leadership communications.
3. UN-Women adopts a victim/survivor-centered approach in its response to SEA.	3.1	Safe, accessible, confidential, and inclusive reporting mechanisms are in place.	UN-Women's formal reporting mechanism, managed by OIOS, upholds a victim/survivor-centered approach. Victims/survivors can report concerns through multiple channels, including a confidential hotline, secure online form, and physical mail.	<ul style="list-style-type: none"> Continued provision of information on reporting mechanisms via Intranet, orientation, trainings, and leadership communications.
	3.2	Assistance is provided to victims/survivors, and referral pathways are in place.	The HQ and in-country PSEA Focal Points are responsible for providing victim/survivor-centered assistance and/or ensuring timely referrals to established inter-agency assistance mechanisms or GBV referral pathways, in line with the UN Protocol on the Provision of Assistance to Victims of SEA.	<ul style="list-style-type: none"> Practical guidance on victim assistance for in-country focal points has been developed, to be disseminated, including in Community of Practice. Continued provision of victim/survivor-centered assistance and referrals, as needed.
	3.3	A support function to guide victims/survivors is in place.	HQ organizational PSEAH Focal Points serve as dedicated guides, accompanying and supporting victims/survivors throughout the process.	<ul style="list-style-type: none"> Continued provision of guidance/accompaniment to victims/survivors, as needed.
4. Investigations and accountability mechanisms are in place and employ a victim/ survivor-	4.1	Mechanisms are in place to ensure prompt assessment and investigation of SEA allegations through a victim/survivor-centered approach,	All SEA allegations are reported in the iReport SEA Tracker as soon as they are received. Investigations are undertaken by experienced and qualified professionals, employing a victim/survivor-centered approach. Substantiated complaints result in appropriate disciplinary actions and/or contractual consequences.	<ul style="list-style-type: none"> Continued reporting of all allegations in the iReport SEA Tracker. Investigations under the responsibility of OIOS and the Internal Investigation Function. The publication of the Annual Audit and Investigation Activities Report, the Management Response, the Disciplinary Measures Report, and

centered approach.		and accountability mechanisms ensure prompt action.		the Management Letters, outlining disciplinary actions taken.
5. Prevention, training, and risk management measures are in place.	5.1	Mechanisms are in place to ensure that personnel complete mandatory and continuing PSEA training.	Mandatory and continuing training on PSEA requirements are communicated to personnel through welcome emails to all new hires, induction training, and PSEA and Learning Intranet pages. Mandatory online training compliance rates are tracked. Scenario-based PSEA training is facilitated across the organization.	<ul style="list-style-type: none"> • Provision of updates to Senior Management on training completion rates and inclusion in briefings to the Executive Board for the Annual Session. • Facilitation of training of trainers, scenario-based trainings, and micro-modules.
	5.2	Appropriate risk assessments are undertaken on a regular basis.	The annual Enterprise Risk Management exercise, to be completed by all country and regional offices, includes SEA as a risk factor.	<ul style="list-style-type: none"> • Provision of SEA-related risk updates to the Secretary General through contributions to the annual report of the Secretary General and the Executive Board Annual Report on SEA.
	5.3	All potential candidates are vetted for former misconduct.	All potential UN-Women job candidates are checked and vetted for prior history of misconduct and/or SEA issues, using the ClearCheck 2.0 database and/or reference checks, before hired/contracted.	<ul style="list-style-type: none"> • Registration of all personnel members against whom an allegation of SEA has been substantiated in the ClearCheck database. • Piloting of the Misconduct Disclosure Scheme (MDS).
	5.4	Clear standards and due diligence processes are in place to ensure that implementing partners prevent and respond to SEA.	UN-Women's Procedure for Selecting Programme Partners incorporates the PSEA safeguarding screening requirements of the UN Protocol on Allegations of SEA Involving Implementing Partners and respects the guidelines of the UN Implementing Partners PSEA Capacity Assessment.	<ul style="list-style-type: none"> • Continued use of the Procedure for Selecting Programme Partners and assessment of Programme Partners using the Implementing Partner PSEA Capacity Assessment. • Continued implementation of the Programme Partner Management Policy.