

# UPDATE ON UN-WOMEN POLICIES AND PROCEDURES TO TACKLE SEXUAL EXPLOITATION AND ABUSE AND SEXUAL HARASSMENT

## Executive Board Annual Session 2026 Informal Briefing

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# A harmonized approach to Prevention of & Response to Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH)

## Reinforced inter-agency collaboration and approach to SEA and SH:

- Identifying **shared progress, challenges, and lessons learned** through the JIU Review on PSEA, and Comprehensive Assessment
- In line with EB decision 2025/10, continued engagement through various SEA and SH WGs

## In parallel, key areas of UN-Women's applied efforts include:

- Continued commitment to a **victim/survivor-centred approach**
- Strengthened prevention measures through **enhanced screening and vetting**
- Increased focus on **community outreach and safeguarding** initiatives

# Outcomes on PSEA and SH



## Reporting

SEA and SH reporting mechanisms are safe and accessible

1



## Investigations

Survivor-centred, timely investigations result in appropriate accountability measures

2



## Implementing Partners

Adequate safeguards and appropriate actions ensure the effective tackling of SEA when working with implementing partners (IPs)

3



## Risk-informed practices

Efforts to address SEA and SH across the organization are continuously strengthened including through reinforced capacity, evidence-based and risk-informed approaches

4



## Victim/survivor-centred approach

Quality, victim/survivor-centred support is operationalized

5



## Interagency coordination

System-wide coordination and collaboration on PSEA and SH are strengthened

6



## Organizational culture

Culture change that addresses the root causes of SEA and SH is advanced

7

# Outcomes 1 & 2

## SEA and SH reporting mechanisms are safe, accessible, and survivor-centred

- Confidential and safe **formal reporting** mechanisms (OIOS) & **informal reporting** options in place
- **Over 90% of UN-Women personnel** reported awareness of available reporting procedures and channels
- Collaboration **through inter-agency networks** to strengthen CBCMs, PSEAH focal points lead **country-level community awareness**

## Investigations are survivor-centred, timely, and result in appropriate accountability measures

- **Hybrid Investigation model (OIOS and IEAIS/ IIF)** enhances efficiency and employs a **victim/survivor-centred** approach
- **Targeted outreach** on investigation processes in 2025
- Details on investigation activities and disciplinary measures included in **the 2025 Report on Internal Audit and Investigation Activities** and **2025 Report on disciplinary measures**

## Outcome 3

**Adequate safeguards ensure the effective tackling of SEA when working with IPs**

- **PSEA is systematically integrated** across the partner management framework
- **CSOs and Government partners assessed** on PSEA capacity, increased from **67% to 82%**
- **Learning Cafe delivered 40 sessions**, reaching over **4,000 personnel**
- **Strengthened engagement** with the **UNPP**
- **Co-chair of the UNPP Executive Review Board**
- **Member of the IP Protocol WG**

**Efforts to address SEA and SH are strengthened through reinforced capacity, and risk-informed approaches**

- **98% of risk-owning units integrated SEA and SH risks** into risk registers
- **88% of respondents indicate clarity on actions** to take when confronted with SEA risks
- **Strengthened engagement** with expanded network of **127 PSEAH Focal Points**
- **Increased completion rates** for the mandatory training (PSEA: 85%, SH: 83%)
- **Implementation of ClearCheck 2.0 and Pilot of MDS**

## Outcome 4

## Outcome 5



**Quality, victim/survivor-centred support is operationalized**

PSEAH Focal Points facilitate prompt and tailored assistance to victim/survivors including through interagency & GBV referral pathways

83% of respondents reported the presence of dedicated referral pathways within their duty stations

Development of 2025 resource on engaging respectfully with victims/survivors

Reinforced outreach of the UN Victims Assistance Protocol, implemented by PSEAH focal points

**UN-SWAP 3.0 indicator 14 provides UN System-wide data on SEA and SH performance for the first time**

**92% of PSEAH Focal Points engaged in inter-agency PSEAH networks, with UN Women leading/ co-leading in 21 contexts**

**Contributing technical expertise to inter-agency SEA and SH WGs including the IASC TAG on SEA and the SEA Working Group led by the OSCSEA**

**Leading the Knowledge-Sharing workstream of the HLCM Executive Group and UN Knowledge Hub on Addressing SH, enhancing its accessibility and engagement**

**Conducting a comprehensive cross-sectoral review of common UN-System tools to prevent and respond to SH, identifying challenges and good practices**

**Providing global technical guidance, compendia of practices, and training modules to support capacity building of a range of partners, including governments, CSOs, and businesses**

**Supporting multi-sectoral partners to develop and implement strategies to end SH in various settings through global initiatives, such as Safe Cities and Safe Public Spaces**

**Good practices informing UN frameworks on transport, road safety, and public spaces and UN-Women's strategy on ending technology facilitated violence against women, and Global Sport Strategy**

## **Outcome 6: Interagency coordination and collaboration on PSEA and SH are strengthened**



A safe and inclusive organizational culture is central to addressing the root causes of SEA and SH, preventing misconduct, and reinforcing zero-tolerance



In line with 2026-29 Strategic Plan, progress on strengthening organizational culture was presented during FRS 2026



Surveys & feedback mechanisms inform organizational actions, including through the 2025 OSCSEA-administered PSEA Perception Survey, the CEB Executive Group Survey on SH, and the Annual Report of the Office of the Ombudsman for UN Funds and Programmes

**Outcome 7:**  
Culture change that addresses the root causes of SEA and SH is advanced

**THANK YOU.**