



**Prevention of Sexual Exploitation and Abuse (PSEA)**

**Module 1: The UN standards of conduct on sexual exploitation and abuse**

Storyboard

**Instructional Designers:**

**Nicole Robert**

**Date: April 23, 2020**

**STORYBOARD NOTES:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Course Title:** | UNICEF – PSEA | | |
| **Learning Unit Title:** | The UN standards of conduct on sexual exploitation and abuse | | |
| **Date:** | April 23, 2020 | | |
| **Subject MATTER EXPERT(s):** |  | E-mail: |  |
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|  |  |
| --- | --- |
| **General Description** | This storyboard presents the information and activities for Module 1: UN standards of conduct on sexual exploitation and abuse. |
| **narration** |  |
| **graphics/animation** | The diamond icon **[]** represents the placement or use of an image.  The capital letters, **[A-Z]**, represent the number of an image when there are multiple images on one screen/in one block.  The “Production Notes” column lists instructions for the production team and indicates suggested images.  Custom graphics will be prepared by ellicom. |
| **NavigatioN** | Linear |
| **INTERACTION** | Includes most available through RISE. |
| **Duration** | 21 |

**VERSIONS:**

|  |  |  |  |
| --- | --- | --- | --- |
| **NAME** | **DATE** | **FILE NAME** | **DESCRIPTION** |
| Nicole Robert | April 23, 2020 | 19-241973-UNICEF-PSEA\_M1\_UN\_Standards\_Conduct\_SB\_v0.1.docx | First draft |
| Melissa Laurent | April 27, 2020 | 19-241973-UNICEF-PSEA\_M1\_UN\_Standards\_Conduct\_SB\_v0.2.docx | LS review of first draft |
| Nicole Robert | April 27, 2020 | 19-241973-UNICEF-PSEA\_M1\_UN\_Standards\_Conduct\_SB\_v0.3.docx | For LR |
| Linguistic Review | April 28, 2020 | 19-241973-UNICEF-PSEA\_M1\_UN\_Standards\_Conduct\_SB\_v0.4.docx | For LR |
| Nicole Robert | April 28, 2020 | 19-241973-UNICEF-PSEA\_M1\_UN\_Standards\_Conduct\_SB\_v1.0.docx | For LR |
| Melissa Laurent | July 31, 2020 | 19-241973-UNICEF-PSEA\_Module\_01\_Standards\_Conduct\_SB\_v.FINAL\_v5.0 | Final |

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Module 1: The UN standards of conduct on sexual exploitation and abuse

**Approximate Duration: 21 minutes**

| **Bloc** | **Type** | **Onscreen text / elements** | **Production Notes** | **Duration** |
| --- | --- | --- | --- | --- |
| 0 | Module No. | The UN standards of conduct on sexual exploitation and abuse  **[]**  (will be the first screen in RISE, followed by “lessons”) | **[]UNICEF ID**  An image will be created from one of the images in the module | 1 min |
| 0.1 | Text - Paragraph  Bullet list | **[]**  Welcome to the module on the UN standards of conduct on sexual exploitation and abuse. In this module, you will find out who must follow the standards of conduct and which conduct is prohibited by the UN. We will also clear up some myths about sexual exploitation and abuse (SEA).  **Learning objectives**  By the end of this module, you should be able to:   * List who is required to follow the UN standards of conduct on sexual exploitation and abuse * Describe prohibited conduct * Identify misconceptions that UN personnel might have about sexual exploitation and abuse   **Select the ‘START COURSE’ button to begin the module.** | **[]**UN logo  At top of lesson list |  |
| 0.2 | Lesson List | Who must follow the UN standards of conduct on sexual exploitation and abuse?  Prohibited conduct  Prohibited or allowed? | This is auto generated in RISE  No lesson numbers |  |
| 1 | Lesson No. | Who must follow the UN standards of conduct on sexual exploitation and abuse? | Use the Lesson Title style | **3 min** |
| 1.1 | Image - Full width | **[]** | **[]**collage of 4 people side-by-side – in any order   1. UN soldier in fatigues and blue beret, bearded, Asian male   2 - UN Volunteer, young Caucasian **man**, with blue t-shirt and baseball cap (no face mask)  3 – Middle Eastern woman holding a book, smiling, with a headscarf and long sleeves  4 – African **female** doctor wearing white lab coat and stethoscope around her neck, smiling  Alt text: UN volunteer at work and female doctor in a lab coat   |  |  | | --- | --- | | UN - Royalty-free United Nations Stock Photo  istock: 458408643 | UNI314086 | | UN0326956 | UNI148622 | |  |
| 1.2 | Text - Paragraph with Heading  Interactive - Process | The UN standards of conduct apply to everyone  The UN standards of conduct on sexual exploitation and abuse apply to everyone. All personnel who work for the UN or are deployed under the UN flag are required to follow the UN standards of conduct. Personnel of entities associated with the UN are also required to follow these standards.  *Select the arrows to learn more.*   |  |  | | --- | --- | | 1 | **[][1]**  Whether you work in a civilian job or serve in uniform, manage a team, command a battalion, police the streets, provide technical advice or support the smooth functioning of the UN, you will be required to follow the same UN standards of conduct. | | 2 | **[][2]**  The standards of conduct apply everywhere, whether you are travelling on UN business, are on holiday, or going out to have fun after a hard day’s work. You are always required to follow the UN standards of conduct on sexual exploitation and abuse. | | 3 | **[][3]**The standards of conduct must be followed at all times. When working in a UN mission or small duty station, the line between our private and public lives can become blurred and our personal conduct can quickly come under public scrutiny. This is why you are required to follow the UN standards of conduct 24 hours a day, 7 days a week, both when you are at work and when you are off duty. | | **[][1]**images of two people from the banner (maybe soldier and doctor?)  **[][2]**Group of 3 or 4 friends, mixed ethnicities and genders, sharing food together, laughing, having fun    914989896  Alt text: Group of friends sharing food together, laughing and having fun  **[][3]**  Meeting deadlines icon on blackboard - Royalty-free Clock Stock Photo  667356726  Clock and calendar – no words or numbers  Alt text: Clock and calendar |  |
| 1.3 | Text - Paragraph with Heading  Interactive - Accordion | Everyone?  Yes, all personnel are required to follow the UN standards of conduct on sexual exploitation and abuse. This also includes personnel of entities associated with the UN, including implementing partners, vendors and contractors.  *Select a group to learn more.*   |  |  | | --- | --- | | **UN personnel and personnel of entities associated with the UN** | UN personnel includes:  All internationally and locally recruited UN staff (this includes JPO) of:   * + Departments and offices of the UN Secretariat and its field presences (e.g., UN missions)   + UN offices away from headquarters and UN regional commissions   + UN agencies, funds and programmes   + UN specialized agencies   UN volunteers (UNVs)  Interns  International and local consultants  Personnel of entities associated with the UN include individuals working for:  Implementing partners  Institutional contractors | | **All uniformed UN personnel** | This includes:   * Members of national military contingents * Members of national formed police units (FPU) * UN personnel with the legal status of experts on the mission, which includes:   + UN police officers (UNPOL)   + Corrections officers   + Military observers (UNMO)   + Military liaison officers | |  |  |
| 2 | Lesson No. | Prohibited conduct | Use the Lesson Title style | **13 min** |
| 2.1 | Image - Full width | **[]** | **[]take part of image from PDD – Middle Eastern man holding money in front of Middle Eastern woman next to him**    Alt text: Man holding money in front of woman |  |
| 2.2 | Text - Paragraph with Heading  Interactive - Accordion | Prohibited conduct  The Secretary-General's Bulletin on PSEA prohibits any sexual exploitation or abuse, including the following behaviours.  *Select a topic to learn more.*   |  |  | | --- | --- | | Sexual activity with a child | A child is a person under the age of 18.  Even if you are in a country where the age of majority or the age of consent is lower than 18, you are still required to follow the stricter UN standards of conduct on sexual exploitation and abuse that prohibit sexual activity with anyone under the age of 18. If a child lies about their age and tells you they are over 18 when they are not, the UN will still find you at fault. It is not a valid defense in a case of sexual exploitation and abuse.  **Please note:** The age of majority means the age at which a person is legally considered an adult. The age of consent means the age at which a person is considered legally competent to consent to sexual relations. | | Exchange for sex or sexual favours | Exchange of money, food, employment, goods, assistance or services for sex or sexual favours is prohibited.  For example, giving someone gifts, a new job, food aid rations, or helping them pay for family expenses in exchange for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour, is prohibited. This is also prohibited with sex workers. | | Sex with sex workers | Sex with sex workers or any other transactional sex is prohibited, even if prostitution is tolerated or legal in the country.  In some countries, prostitution is tolerated, and in other countries, it is legal. But as long as you work or serve in the UN, you have to abide by the stricter UN standards of conduct on sexual exploitation and abuse that prohibit transactional sex with sex workers. | | Forced sexual activity | Sexual activity that is forced upon another individual is prohibited. | | Use of a child or adult to procure sex for others | In the past, there have been cases where UN personnel have used children to bring them persons to have sex with in exchange for money. This is prohibited. | |  |  |
| 2.2.1 | Button | |  |  | | --- | --- | | **[Description]** | To read more about the Secretary-General's Bulletin on PSEA, consult the following document. | | **[Label]** | Open document | | **[URL]** | [Secretary- General’s Bulletin on PSEA](https://undocs.org/ST/SGB/2003/13) | | Link to the document:  Secretary General's Bulletin on PSEA-  [Secretary- General’s Bulletin on PSEA](https://undocs.org/ST/SGB/2003/13) |  |
| 2.2.2 | Text - Paragraph with Heading  Interactive - Timeline | **IASC principle 4**  In addition to the UN standards of conduct on sexual exploitation and abuse as outlined in the Secretary-General’s Bulletin on PSEA, the Inter-Agency Standing Committee (IASC) has set a higher standard. Principle 4 of the IASC Six Core Principles relating to PSEA prohibits any sexual relationships between UN personnel and beneficiaries of assistance when they involve improper use of position. Let’s find out why.     |  | | --- | | Power imbalance  There is an inherent power imbalance between UN personnel and beneficiaries of assistance when there are sexual relationships between them. Such relationships can cause serious harm to beneficiaries and undermine the credibility and integrity of our work. That is why Principle 4 of the IASC Six Core Principles relating to SEA prohibits these relationships.  In many countries, unemployment is very high and families are struggling to survive. In contrast, UN personnel are perceived as having money in their pockets and holding positions of authority. This gives UN personnel power over many in the country. UN personnel must not abuse this power.  For example, a sexual relationship between a UN staff member and a refugee living in a camp is prohibited when it involves improper use of position, because of the inherent power imbalance. | | UN personnel safety at risk  Sexual relationships that exploit the power imbalance between UN personnel and members of the community could also put the safety of the UN personnel at risk.  For example, there have been incidents where UN personnel have been attacked by upset family members, blackmailed or falsely accused of sexual exploitation and abuse, after ending a sexual relationship in the beneficiary community. | | Truly consensual relationships  However, truly consensual sexual relationships between UN personnel and members of the community that do not involve improper use of position are not prohibited.  For example, a locally recruited staff member would not be committing sexual exploitation or abuse by having a consensual, non-transactional sexual relationship with another member of their community, so long as the person is at least 18 years old. | |  |  |
| 2.2.3 | Button | |  |  | | --- | --- | | **[Description]** | To read more about the IASC Six Core Principles relating to PSEA, consult the following document. | | **[Label]** | Open document | | **[URL]** | [IASC 6 principles](https://interagencystandingcommittee.org/system/files/iasc_six_core_principles_relating_to_sexual_exploitation_and_abuse_sept_2019.pdf) | | Link to the document:  IASC Six Core Principles relating to PSEA-  [IASC 6 principles](https://interagencystandingcommittee.org/system/files/iasc_six_core_principles_relating_to_sexual_exploitation_and_abuse_sept_2019.pdf) |  |
| 2.3 | Text - Paragraph with Heading | Identify the conduct  You now know what behaviour is prohibited by the UN standards of conduct on sexual exploitation and abuse. This should help you identify what is prohibited conduct in the following situations that UN personnel may encounter.  Read the scenarios and answer the questions following each one. |  |  |
| 2.4 | Text - Paragrapgh with Sub-heading  +  Text/Image - Centre | Scenario 1  **[]**  Chantalle is a 25-year-old woman who recently moved to town because of fighting between the government and rebels in her home area. Her family lost everything when they fled, and she has been forced to sell sex to survive. John works at the UN. One Saturday night, he meets Chantalle in a bar.  John takes Chantalle home and pays her for sex. As paying for sex is tolerated in this country, John believes he is doing nothing wrong. | **[]Darker toned male hand giving money to Caucasian female hands, wearing bracelets on wrist.**  Keep the change! - Royalty-free Exchanging Stock Photo  **istock** 885234674  Alt text: Man giving money to a woman |  |
| 2.5 | Text - Paragraph with Third level heading  Quiz - MCQ | Question  Has John committed sexual exploitation and abuse?  *Select your answer, then click SUBMIT.*  Yes  No   |  |  | | --- | --- | | Correct feedback: | You’re right. John has committed sexual exploitation and abuse. The UN standards of conduct on sexual exploitation and abuse prohibit UN personnel from exchanging money for sex or sexual favours, even if this is tolerated or legal in the country.  Remember, the UN standards of conduct on sexual exploitation and abuse apply to you 24/7, when you are at work and off-duty, and wherever you are in the world. | | Incorrect feedback: | Not quite. John has committed sexual exploitation and abuse. The UN standards of conduct on sexual exploitation and abuse prohibit UN personnel from exchanging money for sex or sexual favours, even if this is tolerated or legal in the country.  Remember, the UN standards of conduct on sexual exploitation and abuse apply to you 24/7, when you are at work and off-duty, and wherever you are in the world. | |  |  |
| 2.6 | Text - Paragrapgh with Sub-heading  Text/Image - Centre | Scenario 2  **[]**  Jamal regularly sets up a stand near the UN House to sell fruit and vegetables to personnel. After paying for food, Jamal rarely has any money left over for luxuries at the end of the month. Ahmed is a security officer at the UN House. They regularly chat and get to know each other. Eventually, he becomes his boyfriend, and they start a sexual relationship. Every time they meet to have sex, Ahmed gives Jamal small gifts of clothes and mobile phone credits. Jamal lied about his age and told Ahmed he was 20 years old. However, Jamal is only 16 years old. | **[]Small outdoor fruit stand (smaller than this one) with four or five types of fruits and veg. Can be simple table.**  **South American teenage boy behind the stand, wearing casual dress. Short wavy hair. Maybe a straw hat.**  woman is selling vegetables at street market in Novi Sad - Royalty-free Farmer's Market Stock Photo  istock855011180  1195082811  Alt text- A teenage boy standing behind a fruit stand |  |
| 2.7 | Text - Paragraph with Third level heading  Quiz - MCQ | Question 1  Has Ahmed committed sexual exploitation and abuse?  *Select your answer, then click SUBMIT.*  Yes  No   |  |  | | --- | --- | | Correct feedback: | That’s right. Ahmed has committed sexual exploitation and abuse.  UN personnel are prohibited from engaging in sexual activity with a child. For the UN, a child is a person under the age of 18, regardless of the local age of consent or the local age of majority.  Ahmed also committed sexual exploitation and abuse when he provided Jamal with clothing and mobile phone credits—even if he just considered them gifts. Indeed, the UN prohibits the exchange of goods for sex or sexual favours. The UN also prohibits the exchange of money, food, employment, assistance or services for sex or sexual favours. | | Incorrect feedback: | That is incorrect. Ahmed has committed sexual exploitation and abuse.  UN personnel are prohibited from engaging in sexual activity with a child. For the UN, a child is a person under the age of 18, regardless of the local age of consent or the local age of majority.  Ahmed also committed sexual exploitation and abuse when he provided Jamal with clothes and mobile phone credits—even if he just considered them gifts. Indeed, the UN prohibits the exchange of goods for sex or sexual favours. The UN also prohibits the exchange of money, food, employment, assistance or services for sex or sexual favours. | |  |  |
| 2.8 | Text - Paragraph with Third level heading  Quiz - MCQ | Question 2  Will Ahmed's defense that he mistakenly believed Jamal to be over 18 years of age be accepted?  *Select your answer, then click SUBMIT.*  Yes  No   |  |  | | --- | --- | | Correct feedback: | You are right. When Ahmed is investigated for sexual exploitation and abuse, his mistaken belief that Jamal is over the age of 18 will *not* be considered a valid defense. Even though Jamal lied about his age, the UN will still consider that Ahmed has committed sexual exploitation and abuse. | | Incorrect feedback: | Not quite. When Ahmed is investigated for sexual exploitation and abuse, his mistaken belief that Jamal is over the age of 18 will *not* be considered a valid defense. Even though Jamal lied about his age, the UN will still consider that Ahmed has committed sexual exploitation and abuse. | |  |  |
| 2.9 | Sub-heading  Interactive - Process | Scenario 3  Ensure you view both slide 1 and slide 2 of this scenario.  *Select the arrows to read through the scenario.*   |  |  | | --- | --- | | **[][1]** | Mateo is an internationally recruited staff member. He has moved into a house in town and hired Samira as a housekeeper. Samira cleans the house and stays on in the evenings to cook Mateo’s meals. Many times, Mateo invites Samira to eat with him and chat. Samira’s husband was killed in the war and her two teenage children are at school in another town. Samira sometimes feels lonely and she always looks forward to talking to Mateo. | | **[][2]** | One evening, Mateo returns home drunk just as Samira is getting ready to leave. Mateo asks Samira to undress for him. Samira is shocked and looks embarrassed. Mateo then reminds her that good jobs are hard to find these days. Samira is scared of losing her job. Without this job, her children will have to drop out of school. Samira undresses and allows Mateo to touch her hair and her private parts. | | **[][1]** 30-40 year old African woman, small smile, wearing colourful African dress and apron, setting food on table in front of South American 40 year old male wearing a white shirt.    Couple Eating Morning Breakfast Togetherness - Royalty-free Breakfast Stock Photo  Alt text: A woman is setting food on the table in front of a man.  **[][2]**Mid-shot image of back of the man’s head, looking in direction of a woman. She looks shocked.  Alt text: Back of the man’s head, looking in direction of a woman who looks shocked. |  |
| 2.10 | Text - Paragraph with Third level heading  Quiz - MCQ | Question 1  Has Mateo committed sexual exploitation and abuse?  *Select your answer, then click SUBMIT.*  Yes  No   |  |  | | --- | --- | | Correct feedback: | That’s right. Mateo has committed sexual exploitation and abuse. Mateo used his position of power as an employer to coerce Samira into undressing and letting him touch her.  Keep in mind that even though Mateo did not have sexual intercourse with Samira, he still committed sexual exploitation and abuse. | | Incorrect feedback: | Not quite. Mateo has committed sexual exploitation and abuse. Mateo used his position of power as an employer to coerce Samira into undressing and letting him touch her.  Keep in mind that even though Mateo did not have sexual intercourse with Samira, he still committed sexual exploitation and abuse. | |  |  |
| 2.11 | Text - Paragraph with Heading  Interactive - Tabs | Sexual exploitation and sexual abuse  The UN defines sexual exploitation and sexual abuse as follows. (Taken from the Secretary-General's Bulletin on PSEA - ST/SGB/2003/13)  *Select a topic to learn more.*   |  |  | | --- | --- | | Sexual exploitation | “Sexual exploitation” means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. (ST/SGB/2003/13) | | Sexual abuse | “Sexual abuse” means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. (ST/SGB/2003/13) | |  |  |
| 2.12 | Button Stacked | |  |  | | --- | --- | | **[Description]** | To read the full text of the UN standards of conduct, consult the following document. | | **[Label]** | Open document | | **[URL]** | <https://icsc.un.org/Resources/General/Publications/standardsE.pdf> |  |  |  | | --- | --- | | **[Description]** | To read the full text of the staff regulations and rules of the UN, consult the following document. | | **[Label]** | Open document | | **[URL]** | <https://undocs.org/ST/SGB/2018/1> | |  |  |
| 2.14 | Text - Paragrapgh with Sub-heading  Quiz - MRQ | Prohibited or allowed? | Use the Lesson Title style | **4 min** |
| 3.1 | Image - Full width | **[]** | **[]Image of 40yr old South east Asian male UN personnel wearing brown vest over long-sleeved green or brown shirt talking to a South east Asian girl (10-12yrs old). Both are smiling. They could be looking at each other or towards “camera”.**    UNI9413  Alt text: 40-year-old male UN personnel talking to a 10-year-old girl |  |
| 3.2 | Statement | If you are unsure whether you are in violation of the UN standards of conduct on sexual exploitation and abuse, seek advice from your PSEA Focal Point, if applicable, or the Ethics Office first, before engaging in any act or intimate relationship. |  |  |
| 3.3 | Text - Paragraph with Heading  Interactive - Accordion | Myths about SEA  When you are in the UN, you may come across some misconceptions about sexual exploitation and abuse. Let’s look at some of these myths.   |  |  | | --- | --- | | I can’t be expected to be celibate! | **Myth: Life in a field office is lonely. As an international staff member, why should I be expected to be celibate for the entire time I am in the field?**  The UN does not ban sex between consenting adults. What is banned is sex that is exploitative and abusive and sex with children. | | UN personnel are above the law. | **Myth: UN personnel are above the law because they have immunity from prosecution.**  No, that is not true. UN personnel are not above the law. If UN personnel commit a crime such as rape, they can be prosecuted for it. UN personnel only have functional immunity which exists to enable them to perform work-related functions. | |  |  |
| 3.4 | Key Takeaways | Key takeaways  You have reached the end of this module.  Here are some of the key takeaways:  All UN personnel, whether uniformed or not, are required to follow the UN standards of conduct on sexual exploitation and abuse. This includes all categories of staff, consultants, individual contractors, stand-by personnel, UN volunteers, interns and other persons who work for the UN under an individual contract.  Personnel of entities associated with the UN are also required to follow the UN standards of conduct. This includes vendors, institutional contractors and implementing partners.   * Prohibited conduct includes sexual activity with a child, exchanges for sex or sexual favours, forced sexual activity, sex with sex workers, among other prohibitions. * UN personnel are not above the law and can be prosecuted if they commit a crime. |  |  |
| 3.5 | Button Stacked | |  |  | | --- | --- | | **[Description]** | For additional information on PSEA, consult the following website. | | **[Label]** | Open website | | **[URL]** | [Reference documents on PSEA](https://www.un.org/preventing-sexual-exploitation-and-abuse/content/documents) |   **Additional resources**   |  |  | | --- | --- | | **[Description]** | For additional information on IASC, consult the following website. | | **[Label]** | Open website | | **[URL]** | [www.interagencystandingcommittee.org/psea](http://www.interagencystandingcommittee.org/psea) | | Link to the document:  Reference documents on PSEA-  [Reference documents on PSEA](https://www.un.org/preventing-sexual-exploitation-and-abuse/content/documents) |  |
| 3.6 | Statement | You have reached the end of the module on the UN standards of conduct on sexual exploitation and abuse. You can now close the window and proceed to the next module. |  |  |