

# PREVENTING SEXUAL EXPLOITATION, ABUSE AND HARASSMENT IN INTERNATIONAL DEVELOPMENT ACTIVITIES POLICY

## Target audience

All Alfred Health staff, contractors, volunteers and partners conducting international development activities for or on behalf of Alfred Health.

## Purpose

This policy is intended to reduce as far as practicable the risk of Sexual Exploitation, Abuse, and Harassment (SEAH) in all international activities carried out by Alfred Health. This policy also outlines Alfred Health's commitment to its compliance obligations under the Department of Foreign Affairs and Trade (DFAT) [Preventing Sexual Exploitation, Abuse and Harassment Policy](#) ('DFAT PSEAH Policy').

## Policy Statement

Alfred Health acknowledges and affirms the six principles set out in the DFAT PSEAH Policy, which align with our organisational approach to preventing and addressing concerns of SEAH:

*Principle 1: Zero tolerance of inaction*

*Principle 2: Strong leadership accelerates culture change*

*Principle 3: Victim/survivor needs are prioritised*

*Principle 4: Preventing Sexual Exploitation, Abuse and Harassment is a shared responsibility*

*Principle 5: Gender inequality and other power imbalances are addressed*

*Principle 6: Stronger reporting will enhance accountability and transparency*

In addition to the Victorian Public Sector Values of responsiveness, integrity, impartiality, accountability and respect, Alfred Health's core beliefs are documented in its Code of Conduct and Compliance Policy, which is relevant to SEAH:

- "We will treat patients with care and respect their capacity to choose how they wish to live their lives."
- "We will deal with each other in a manner that is professional, courteous and respectful."
- "We will report or escalate any issues that risk staff, patients', or visitors' health, safety or wellbeing."
- "We will deal with Alfred Health (and on Alfred Health's behalf) in a manner that is honest and frank."
- "We will acknowledge and respect the fact that Alfred Health's resources are publicly funded."

Alfred Health:

1. Recognises that we place our staff and contractors in positions of trust and authority in relation to the communities they work in, especially vulnerable adults and children and that as an organisation, we owe a duty of care to the beneficiaries of programs and the partners it engages with, to ensure a safe environment is always maintained.

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2. Maintains that all personnel have an obligation to uphold high standards of personal and professional conduct at all times and not abuse this position to harm or exploit another person.
3. Will promote a culture of dignity, respect, and equality, and requires all employees, contractors, and partners to adhere to these principles.
4. Will undertake all reasonably practicable actions to minimise the risk of harm from SEAH and take seriously any allegations of personnel misconduct raised
5. Will fulfil its compliance obligations as outlined in DFAT PSEAH Policy and will require its Contractors and Partners to do the same.

## Evaluation

The policy and subsequent program level guidelines will be reviewed by the document owner and supporting committees every 12 months to ensure the policy is aligned to DFAT minimum standards and remains fit-for-purpose for Alfred Health Programs.

## Key relevant documents

### Key legislation, acts & standards:

- Charter of Human Rights and Responsibilities Act 2006 (Vic)<sup>1</sup>
- Corporations Act 2001 (Cth)
- Public Interest Disclosure Act 2012 (Vic)
- Privacy and Data Protection Act 2014 (Vic)

### Other relevant documents:

- Code of Conduct and Compliance Policy
- Public Interest Disclosure Policy
- Unacceptable Behaviour in the Workplace Policy
- [DFAT Preventing Sexual Exploitation Abuse and Harassment Policy](#)

## Keywords

Complaint, DFAT, DFAT PSEAH Policy, PSEAH, Sexual Exploitation Abuse and Harassment, SEAH

## Governance

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<sup>1</sup> REMINDER: Charter of Human Rights and Responsibilities Act 2006 – All those involved in decisions based on this guideline have an obligation to ensure that all decisions and actions are compatible with relevant human rights.

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First Issued: [insert date]		
<u>Current Version:</u> Endorsed by: Steve McGloughlin	Title: Program Director - Intensive Care Services	Date:11 March 2025
Approved by: Alfred Health Executive Committee		Date: 18 March 2025
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