

SEXUAL HARASSMENT POLICY

Drafted by	Mahmoud Al Fiqy	Approved by General Manager on	Oct. 10, 2020
Responsible person	Amal Khresha	Scheduled review date	Oct. 10, 2022

INTRODUCTION

The Palestinian Working Women Society for Development PWWSD will fiercely defend the right of every employee, volunteer and beneficiary to perform their work without being subjected to exploitation harassment. Every employee, volunteer or beneficiary is responsible for providing an environment that is supportive of this aim. Everyone must treat everyone else with respect and must aim to act as a beacon for good behavior in the workplace.

It is the obligation and responsibility of every employee and volunteer to ensure that the workplace is free from sexual harassment. Everyone working at PWWSD is responsible for the care and protection of our people and for reporting information about suspected sexual harassment.

PWWSD is fully committed to its obligation to prevent and eliminate all types of sexual harassment in the workplace.

PURPOSE

The purpose of this document is to outline PWWSD's position on sexual harassment and to document the process which is to be followed should any grievances arise.

DEFINITIONS

Sexual harassment means any unwelcome sexual advance, unwelcome request for sexual favors, or other unwelcome conduct of a sexual nature which makes a person feel offended, humiliated or intimidated, and where that reaction is reasonable in the circumstances. Examples of sexual harassment include, but are not limited to,

- Staring or leering
- Unnecessary familiarity, such as deliberately brushing up against you or unwelcome touching
- Suggestive comments or jokes
- Insults or taunts of a sexual nature
- Intrusive questions or statements about your private life
- Displaying posters, magazines or screen savers of a sexual nature
- Sending sexually explicit emails or text messages

- Inappropriate advances on social networking sites
- Accessing sexually explicit internet sites
- Requests for sex or repeated unwanted requests to go out on dates
- Behavior that may also be considered to be an offence under criminal law, such as physical assault, indecent exposure, sexual assault, stalking or obscene communications

Behavior that is based on mutual attraction, friendship and respect is not sexual harassment.

POLICY

The Palestinian Working Women Society for Development will not tolerate sexual harassment under any circumstances. Responsibility lies with every Manager, officer and employee/volunteer to ensure that sexual harassment does not occur.

This policy applies to conduct that takes place in any work-related context, including conferences, work functions, social events and business trips.

No employee or volunteer at any level should subject any other employee, volunteer, customer or visitor to any form of sexual harassment.

A breach of this policy will result in disciplinary action, up to and including termination of employment.

PWWSD strongly encourages any employee who feels they have been sexually harassed to take immediate action. If an employee or volunteer feels comfortable in doing so, they can raise the issue with the person directly with a view to resolving the issue by discussion. The employee or volunteer should identify the harassing behavior, explain that the behavior is unwelcome and offensive and ask that the behavior stops.

However, given the seriousness of sexual harassment, we recommend that this discussion happens in consultation with the relevant manager, human resource personnel or PWWSD's General Manager.

Alternatively, or in addition, they may report the behavior in accordance with the relevant procedure. Once a report is made the organization will determine how the report should be dealt with in accordance with its obligations and this policy.

Any reports of sexual harassment will be treated seriously and promptly with sensitivity. Such reports will be treated as completely confidential but the person the subject of the complaint must be notified under the rules of natural justice. PWWSD will protect all those involved in the process from victimization.

Complainants have the right to determine how to have a complaint treated, to have support or representation throughout the process, and the option to discontinue a complaint at any stage of the process.

The alleged harasser also has the right to have support or representation during any investigation, as well as the right to respond fully to any formal allegations made. There will be no presumptions of guilt and no determination made until a full investigation has been completed.

No employee or volunteer will be treated unfairly as a result of rejecting unwanted advances. Disciplinary action may be taken against anyone who victimizes or retaliates

against a person who has complained of sexual harassment, or against any employee or volunteer who has been alleged to be a harasser.

All employees and volunteers have the right to seek the assistance of the relevant tribunal or legislative body to assist them in the resolution of any concerns.

Managers who fail to take appropriate corrective action when aware of harassment of a person will be subject to disciplinary action.

AUTHORIZATION

Signature

Amal Khresha

Oct. 10, 2020

Amal Khresha





SEXUAL HARASSMENT PROCEDURES

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RESPONSIBILITIES

It is the responsibility of PWWSD's General Manager to ensure that:

- They understand and are committed to the rights and entitlements of all employees to attend work and perform their duties, without fear of being sexually harassed in any form;
- They understand what constitutes an act of sexual harassment;
- All reasonable steps are made to eliminate sexual harassment;
- All employees and volunteers are regularly made aware of their obligations in relation to providing a workplace free from sexual harassment;
- They provide an environment which discourages harassment and victimization and set an example by their own behavior;
- They treat all complaints seriously and confidentially; and
- They take immediate and appropriate corrective action if they become aware of any offensive action or illegal behavior.

It is the responsibility of the Human Resources Department and / or management to ensure that:

- Policies and procedures are regularly reviewed and (if necessary) amended;
- Policies and procedures are complied with;
- Regular guidance and education are provided to employees regarding sexual harassment and inappropriate behavior in the workplace;
- Seniors are aware of their obligations and responsibilities in relation to sexual harassment, and the rights and entitlements of their employees and volunteers;
- Ongoing support and guidance are provided to all employees in relation to the prevention of sexual harassment.

PROCEDURES

COMPLAINT PROCESS

Sexual harassment can occur at any level of the organization, can be experienced by both men and women and may involve a co-worker, volunteer, supervisor, manager, service provider, client or customer. Lack of intent is no defense in sexual harassment cases.

Employees or volunteers who believe they are the subject of sexual harassment should take firm, positive and prompt action.

Where possible, the employee or volunteer should make the perceived harasser(s) aware that they find their behavior offensive, unwelcome, unacceptable, and that it needs to stop immediately.

If the behavior continues, or if the employee or volunteer feels unable to speak to the person(s) directly, they should contact their Supervisor or Manager. Alternatively, an employee or volunteer may contact the Human Resources Department or another Manager they feel comfortable with.

PWWSD's HR will provide support and ascertain the nature of the complaint and the wishes of the complainant.

Informal Intervention

PWWSD's HR will explain the employee or volunteer's rights and responsibilities under PWWSD's policy, procedures and Equal Employment Opportunity or anti-discrimination legislation.

Informal intervention may be undertaken through a process of mediation or conciliation. During informal intervention the alleged harasser will be made aware of the allegations being made against them and given the right to respond.

This procedure will be complete when the complainant and the respondent come to an agreement on the procedure to be followed.

Formal Complaints Procedure

PWWSD's HR may be obliged to carry out a formal investigation in relation to a complaint of sexual harassment.

The formal procedure will be coordinated by the Manager, who will be guided by the Human Resources Department or General Manager as appropriate.

Formal investigations may be conducted internally (by a manager or officer) or by an external investigator.

An investigation involves collecting information about the complaint and then making a finding (on the balance of probabilities) based on the available information as to whether or not the alleged behavior occurred. Once a finding is made, the investigator will make recommendations about resolving the complaint or implementing disciplinary action (including and up to termination of employment).

The investigator may need to interview the parties involved (which may include the complainant, the respondent, and any witnesses) to obtain information regarding the complaint. The investigator will comprehensively and accurately document all information obtained during the interviews including the parties involved, timing, location, and nature of conduct complained against.

If the investigator considers it appropriate for the safe and efficient conduct of an investigation, workplace participants may be stood down from work or provided with alternative duties during an investigation in which case they will be paid their normal pay during any such period.

Throughout the investigation process, all parties involved in the investigation will be regularly kept informed about the investigation.

Records are to be kept and filed in a confidential and secure place. If no confidential area is available, these notes may be sealed and forwarded to the Human Resources Department or the CEO, and the documents will be maintained, unopened, in a confidential filing system.

On the basis of the findings, possible outcomes of the investigation may include, but will not be limited to, any combination of the following:

- Counselling;
- Disciplinary action against the harasser (e.g. demotion, transfer, suspension, probation or dismissal);
- Official warnings that are noted in the respondent's personnel file;
- Disciplinary action against the person who complained if there is strong evidence that the complaint was vexatious or malicious;
- Formal apologies and undertaking that the behavior will cease;
- Conciliation/mediation conducted by an impartial third party where the parties to the complaint agree to a mutually acceptable resolution;
- Reimbursing any costs associated with the harassment;
- Re-crediting any leave taken as a result of the harassment.

On completion of the investigation, all parties will be informed about the investigation findings and the outcome of the investigation – as appropriate and in line with confidentiality obligations.

Following an investigation concerning a sexual harassment complaint (irrespective of the findings), PWWSD will:

- consult with the parties involved to monitor the situation and their wellbeing; and
- educate and remind all employees and volunteers of their obligations and responsibilities in relation to providing a workplace free from harassment.

If there has been any substantiated victimization, disciplinary procedures will be followed.

Procedures for Dealing with Criminal Conduct

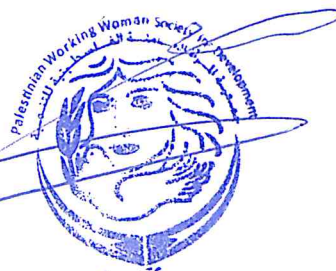
Some forms of sexual harassment (e.g. sexual assault, stalking, indecent exposure, physical molestation, obscene phone calls) may constitute criminal conduct.

Such complaints should be dealt with by the relevant authorities (such as the police) as part of the criminal justice system.

AUTHORIZATION

Signature
Amal Khresha
Oct. 10, 2020

Amal Khresha





جمعية المرأة العاملة الفلسطينية للتنمية
Palestinian Working Woman Society for Development



SEXUAL HARASSMENT DECLARATION

DECLARATION

I hereby declare that I have received, read and understood PWWSD's Prevention of Sexual Harassment Policy and I agree to abide by it. I will contact Human Resources Department if I have any questions about this Policy.

A copy of this Declaration will be placed in my personnel file.

Signature:

Name:

Title:

Date: