

5. Where a humanitarian worker develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same agency or not, he or she must report such concerns via established agency reporting mechanisms.

*Pale ambapo mfanyakazi wa kibinadamu atakua na wasiwasi au tuhuma juu ya unyanyasaji wa kijinsia au unyanyasaji na mfanyakazi mwenzako, iwe katika shirika moja au la, lazima atoe ripoti za wasiwasi huo kupitia utaratibu wa kuripoti wa wakala.*

6. Humanitarian workers are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Managers at all levels have particular responsibilities to support and develop systems which maintain this environment.

*Wafanyakazi wa kibinadamu wanalazimika kuunda na kudumisha mazingira ambayo yanakataza unyonyaji na unyanyasaji wa kijinsia na inakuza utekelezaji wa maadili yao. Wasimamizi katika ngazi zote wana majukumu fulani ya kusaidia na kukuza mifumo inayodumisha mazingira haya.*

## SEXUAL EXPLOITATION AND ABUSE

*Report Sexual Exploitation  
and Abuse*

## SEXUAL EXPLOITATION AND ABUSE

**SPEAK OUT!**

*Report Sexual Exploitation  
and Abuse*



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## SEXUAL EXPLOITATION:

Actual or attempted abuse of a position of vulnerability, power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.

## UNYANYASAJI WA KIJINSIA:

*Ukweli au jaribio la kutumia vibaya nafasi ya mazingira magumu, nguvu, au uaminifu, kwa madhumuni ya ngono, na lakini sio mdogo, faida za kiuchumi, kijamii au kisiasa kutokana na unyonyaji wa kijinsia wa mwingine.*

## SEXUAL ABUSE:

Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

*Unyanyasaji wa kijinsia: Unyanyasaji halisi wa kingono au wa kutisha, iwe kwa nguvu au chini ya hali isiyostahili au ya kulazimishwa.*

SEA also includes sexual relations with a child, in any context, defined as a human being below the age of 18 years.

*SEA pia inajumuisha uhusiano wa kimapenzi na mtoto, katika muktadha wowote, unaofafanuliwa kama mwanadamu aliye chini ya umri wa miaka 18.*

SEA involves behaviour of Humanitarian workers and collaborators towards third parties, referred to as beneficiary populations.

*SEA inajumuisha tabia ya wafanyikazi wa kibinadamu na washirika kuelekea watu wa tatu, wanaojulikana kama watu wanaolengwa*

## 6 CORE PRINCIPLES

1. Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment.

*Unyanyasaji wa kijinsia na unyanyasaji wa wafanyikazi ni vitendo vya utovu wa nidhamu na kwa hivyo ni sababu za kukomesha ajira*

2. Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief regarding the age of a child is not a defence.

*Vitendo vya kijinsia na watoto (watu walio chini ya umri wa miaka 18) ni marufuku bila kujali umri au umri wa idhini katika eneo lako. Dhana potofu juu ya umri wa mtoto sio utetezi.*

3. Exchange of money, employment, goods, or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour is prohibited. This includes exchange of assistance that is due to beneficiaries.

*Kubadilishana pesa, ajira, bidhaa, au huduma za ngono, na pia upendeleo wa kijinsia ni marufuku. Hii ni pamoja na kubadilishana msaada ambao hutoka kwa walengwa.*

4. Sexual relationships between humanitarian workers and beneficiaries are strongly discouraged since they are based on inherently unequal power dynamics. Such relationships undermine the credibility and integrity of humanitarian aid work.

*Uhusiano wa kimapenzi kati ya shughuli za kibinadamu na hadhira lengwa inakatisha tamaa kwani inategemea mienendo isiyo sawa ya nguvu. Uhusiano kama huo unadhoofisha uaminifu na uadilifu wa kazi ya kibinadamu*