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**Annual Report on Corporate Policy, Processes and Measures on the
Prevention of Harassment, Sexual Harassment and Authority Abuse,
including results of staff satisfaction survey**

Queries on the substantive content of the document may be addressed to:

**Ms Dilek Macit
Assistant Director-General
Corporate Services Department (CS)
Tel. +39 065705 0459**

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NB183e*



CL 163

Context

1. The United Nations is committed to promoting a work environment free of discrimination, harassment and abuse in all forms, including sexual harassment and abuse of authority, in which all people are treated with dignity and respect.
2. In line with this principle, the newly-elected Director-General demonstrated his commitment to the creation of a harmonious work environment and affirmed that “*he would uphold the Organization’s zero tolerance to harassment, sexual harassment, and abuse of power*”.
3. One of his main goals is to make FAO more transparent and inclusive. This involves the creation of a workplace in which all employees, through engagement and open dialogue, can freely express concerns about possible prohibited conduct.
4. The Organization has continued its efforts to strengthen measures to promote a harmonious work environment and protect employees from prohibited conduct. In this regard, a revised Whistleblower Protection Policy (WPP) was recently issued, and the Model Code of Conduct at UN System Events, endorsed by the High Level Committee on Management (HLCM) is being adapted to FAO’s policies, regulations and rules.
5. In addition, following guidance by the FAO Audit Committee in its 2018 Annual Report,¹ the Organization clarified the definitions and the differences between Sexual Harassment and Sexual Exploitation and Abuse, developing two separate action plans to ensure accountability and clarity of purpose.

Progress in Alignment with UN System-wide Initiatives

6. Regarding prevention of sexual harassment in the workplace, FAO continues to engage actively in various UN System-wide fora, in particular the work of the CEB Task Force on Addressing Sexual Harassment within the organizations of the UN System. The Task Force met in August 2019 in order to mutually update on the status of implementation of the work plan.
7. In line with its agreed priority areas for UN System-wide actions, the Task Force focused on a remaining set of priorities as summarized below:
 - a) Follow-up on the key findings of the survey entitled “Safe space: survey on sexual harassment in our workplace”, undertaken in November 2018. The Task Force agreed to develop a common system response, raising the awareness of staff and directing change towards a culture of prevention;
 - b) Strengthening of investigative capacity and capability, harmonizing and professionalizing of investigations, improvement of cooperation in the investigation of sexual harassment and strengthening of accountability;
 - c) Provision of hotline and helpline solutions relevant to the United Nations System and international organizations, based on the criteria of best practices, with a view to enhancing system-wide coherence and efficiencies;
 - d) Implementation of all the measures introduced in 2018, including the development of individual agencies’ policies on sexual harassment and wider use of the “Clear Check” screening database.
8. The UN System-wide activities on sexual harassment take place in a broader context of social and cultural changes around gender equality and women’s empowerment, organizational change and the UN System reform. These inter-linked activities are being implemented simultaneously by FAO through the adoption and implementation of the system-wide Strategy on Gender Parity and the Enabling Environment Guidelines for the UN system.

¹ FC 175/11

9. The Organization took part in the fourth system-wide survey on sexual exploitation and abuse in July 2019 (the final report is being finalized). In addition, the Organization is working with the Inter-Agency Standing Committee (IASC) Task Force on Protection from Sexual Exploitation and Abuse (PSEA), and will adapt the FAO corporate action plan to the PSEA Minimum Operating Standards of the IASC, in order to facilitate reporting.

Follow-up to the UN System Staff Survey on Sexual Harassment

10. In November 2018, the Safe Space Survey on Sexual Harassment in our workplace was administered by Deloitte on behalf of the United Nations. This confidential online survey was delivered in the six official UN languages to obtain information on sexual harassment across the system and related entities globally. In FAO, 1,898 staff and non-staff employees responded (14.6% response rate).

11. FAO commissioned Deloitte to undertake an in-depth analysis (Level 3), which was delivered in August 2019. The Level 3 Insight Report built on the key findings of the Level 2 – Basic Report already reported in the document JM 2019.1/2, providing an analysis to identify key drivers of sexual harassment and qualitative tailored recommendations. Deloitte pointed out that the relatively low response rate limited the extent to which the survey findings could be extrapolated to all FAO employees.

12. Nevertheless, the total sample size from FAO of 1,898 respondents was considered sufficient to undertake the statistical analyses and identify key groups of individuals with higher vulnerabilities that would require priority attention, such as specific office locations with the highest prevalence rates, as well as the awareness levels regarding available resources, support and reporting mechanisms within the Organization.

13. The survey has shown that there is a fairly high level of awareness among FAO's respondents of the definition of sexual harassment and of the types of behaviour that the Organization considers unacceptable. However, the following areas were highlighted for improvements in the Organization:

- a) Primary prevention focusing on creating an organizational culture that is characterized by workplace civility and sexual harassment prevention;
- b) Secondary prevention focusing on less severe forms of sexual harassment and witness intervention;
- c) Tertiary prevention focusing on strengthening support once an incident of sexual harassment has occurred.

Progress in FAO

14. Following the decision to develop two separate action plans, one on Sexual Harassment and the other on Sexual Exploitation and Abuse in line with the External Auditor's recommendations (March 2019), the internal task force was revamped in August 2019, with the Assistant Director-General, Corporate Services Departments (ADG-CS) as its new Chair, in order to better define the roles of the Divisions and their accountability for the specific subjects.

15. The corporate action plans have been updated, taking into consideration the work carried out by the internal task force during the past months, as well as the results of the Level 3 - Insight Report. In particular, following the guidance from the 160th session of the Council (December 2018),² the survey results have been leveraged for developing a new independent and anonymous employee engagement survey, which will include specific follow-up questions on the prevention of sexual harassment in the workplace. In this regard, a comparative analysis with other UN agencies and one non-UN entity were conducted to examine the contents of survey questions, and an appropriate external service provider is being identified.

16. As mentioned above, FAO continued to update its policies in alignment with the UN common principles and standards. In particular, the Whistleblower Protection Policy was issued in August

² CL 160/REP para. 18.e)

2019, incorporating the best practices criteria as recommended by a recent JIU review.³ A new Model Code of Conduct at FAO Events will be introduced shortly, based on the Model Code of Conduct to Prevent Sexual Harassment during UN Events, endorsed in August 2019 by the HLCM on behalf of the CEB.

17. The Organization worked with other UN entities in order to develop specific indicators for managers to be launched in the next year's cycle of the Performance Evaluation and Management System (PEMS) in relation to sexual harassment, sexual exploitation and abuse. A new key performance indicator (10.3.E) *Percentage of staff that have completed e-learning on prevention of harassment, sexual harassment and abuse of authority and on protection from sexual exploitation and abuse* has been included in the Results Framework 2020-21.⁴

18. Major areas of the updated action plans on Sexual Harassment and Sexual Exploitation and Abuse are presented below.

A. Prevention

Prevention of Harassment, Sexual Harassment and Abuse of Authority

Enhance Hotline/Helpline reporting capabilities

19. FAO continues to participate in the sub-working group of the CEB task force on the Assessment of Hotlines/Helplines solutions implemented in the UN System. So far, members have agreed that an external hotline providing support to reporters and guaranteeing the possibility of anonymity for reports, as well as a feedback mechanism to reporters would be the best solution in the UN common system. However, the discussion is still ongoing because sizes and mandates of UN common system organizations are different and there is no 'one size that fits all'.

Protection from Sexual Exploitation and Abuse

Enhance Hotline/Helpline reporting capabilities

20. A helpline in the Ethics Office has been established and will be communicated externally through the new Ethics Office website planned for 2020.

Improve Community Based Complaint Mechanism

21. FAO is committed to promoting feedback and complaint approaches that facilitate community inputs, integrating formal and/or informal structures that are fully accessible and inclusive for community members. In addition to general guidance for country offices highlighting the need for such community-based approaches, specific supporting materials are under preparation. The forthcoming guides (consisting of a compilation of tools, resources and best practices) will support mainstreaming Accountability to Affected Populations and Protection from Sexual Exploitation and Abuse (AAP/PSEA) throughout FAO's project cycle through the community-based complaints mechanisms.

B. Outreach and Support

Mandatory learning tools

22. Regarding the development of mandatory e-learning tools, the Organization is developing a new awareness video on 'Whistleblower Protection', based on the new Whistleblower Protection Policy.

23. In addition, a new mandatory online course on Ethics and Integrity at the United Nations is now available on the e-learning platform. To strengthen an ethical culture throughout the Organization, the training aims to promote ethical awareness and ethical decision-making so that staff can fulfil the mission of the Organization in a conducive work environment. The training addresses typical ethical issues faced by employees, promoting a common understanding of best ethical practices and the highest standards of integrity.

³ FC 178/10

⁴ CL 163/3 Web Annex 3

Prevention of Harassment, Sexual Harassment and Abuse of Authority

Face-to-face training sessions for managers

24. The Office of Human Resources, in collaboration with the Assistant Director-General, Corporate Services Departments, is implementing a series of face-to-face sessions on the Prevention of Sexual Harassment for Managers, based on the Guide for Managers on Prevention of, and Response to, Sexual Harassment in the Workplace. The first in the series starting in October 2019 would target senior managers at D1 and above level.

Protection from Sexual Exploitation and Abuse

Awareness-raising sessions on PSEA for FAO PSEA Focal Points in decentralized offices

25. Acknowledging the importance of addressing this issue in the field, FAO has strengthened the awareness-raising workshops in all five Regional Offices, to be implemented by end 2019. Expertise has been brought in to support the design of the materials and the delivery of a two-day session on Protection from Sexual Exploitation and Abuse (PSEA) and Accountability to Affected Populations (AAP), targeting the PSEA focal points from country offices in all the regions.

26. The awareness-raising training will enhance employees' knowledge of FAO's policy framework and capacities to prevent SEA and to handle complaints in compliance with the policy. Participants will be supported with the preparation of PSEA country action plans to be implemented in the coming months by their respective offices. Moreover, participants will be provided with the materials and resources to be able to serve as trainers through PSEA awareness-raising sessions for other employees, implementing partners, beneficiaries and local communities.

Reinforced internal communications on PSEA

27. A pre-deployment briefing guide for FAO Representatives has been prepared by the Office of Support to Decentralization in collaboration with the Office of the Inspector General and the Ethics Office, which includes definitions and references to Sexual Harassment and Sexual Exploitation and Abuse. This new guide is being rolled out.

Next Steps

28. An internal communication campaign will be rolled out by the task force. The Director-General's message will be disseminated to reinforce FAO's Zero Tolerance Policy in this regard. Diverse media channels will be utilized for this, such as video messaging, website, intranet articles and social media, with the technical support of the Office for Corporate Communications. Various good practices in other UN entities, in particular the Rome-based Agencies, will be replicated.

29. Following the recommendations included in the *Review of the Independence of the Office of the Inspector General and the Ethics and Ombudsman Functions*⁵ and in line with JIU recommendations⁶, the Programme of Work and Budget 2020-21⁷ included the separation and strengthening of the ethics and ombudsman functions, and recruitment processes for the two positions is underway.

30. FAO continues to monitor the implementation progress of the Action Plans. In the next months, the priority will be raising awareness across the Organization. A series of targeted face-to-face information sessions, in addition to mandatory e-learning courses, will be rolled out at headquarters and in decentralized offices to enforce Prevention of Harassment, Sexual Harassment and Abuse of Authority and Protection from Sexual Exploitation and Abuse.

31. The inter-divisional task force will finalize the new toolkit and induction package, which will be part of the on-boarding process for all new hires.

32. The updated version of the Action Plans is in attachment to this document as *Annex 1*.

⁵ FC 175/15

⁶ FC 178/10

⁷ C 2019/3

*Annex I***FAO Action Plan on Prevention of Sexual Harassment (PSH)**

Sexual harassment is any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment. Sexual harassment may occur in the workplace or in connection with work. While typically involving a pattern of conduct, sexual harassment may take the form of a single incident. In assessing the reasonableness of expectations or perceptions, the perspective of the person who is the target of the conduct shall be considered.

FAO Policy on Prevention of Sexual Harassment is promulgated by the Administrative Circular 2019/01.

The Organization is represented at the CEB Task Force on Addressing Sexual Harassment within the Organizations of the UN System by the Assistant Director-General, Corporate Services.

The FAO e-learning courses entitled “Prevention of Harassment, Sexual Harassment and Abuse of Authority” and “United Nations Course on Working Together Harmoniously” are mandatory for all staff and non-staff.

A Guide for Managers on Prevention of, and Response to Sexual Harassment in the Workplace is also available.

ACTION PLAN (PSH)

FAO applies a zero-tolerance policy towards Sexual Harassment and does not tolerate harassment in any of its forms. A true zero-tolerance policy requires a robust system to create an enabling working environment, through the reinforcement of the culture of prevention, the improvement of awareness-raising and enabling fair investigations, observing principles of confidentiality and discretion, and guarantying ongoing protection of those who report.

Within this framework, the Action Plan is intended in particular to clarify the key areas of work and the concrete actions which are essential to be set up in order to ensure total enforcement of the rules aimed at creating and promoting a working environment that prevents sexual harassment.

The following pages provide an overview of the actions that will be carried out and a brief report on progress. The colour-coded reporting system summarized below indicates the status of each initiative and the timeframes.

Colour-coded reporting system

The initiative has been **completed**

Completed

Progress towards implementation is **on track**

Ongoing

Progress is **delayed** but remedial action is being taken and a revised timeline established

Delayed

Continuing activities

Continuing

1. Prevention			
<u>Overview</u> FAO engaged in several actions to better understand the underlying causes and address lack of data and under-reporting of sexual harassment cases, conducting analysis on causes and remedial approaches.			
<u>Major activities</u>	<u>Indicators</u>	<u>Target Timeframe</u>	<u>Status</u>
1.1. Conduct the Staff Survey on Sexual Harassment			
Conduct targeted Perception Survey for FAO personnel, aligned to the CEB Task Force efforts to ensure timely and accurate reporting and evidence-based policy making	Level 3 - Insight Report received in August 2019	Survey conducted in November 2018	Completed
1.2 Enhance Hotline/Helpline reporting capabilities			
<ul style="list-style-type: none"> ▪ Assign a voice mailbox to the current hotline, so that complainants could leave messages outside of working hours. ▪ Establish a new Ethics Office helpline ▪ Identify a suitable option for an outsourced 24-hour hotline in discussion with other UN agencies 	<ul style="list-style-type: none"> ▪ A voice mailbox assigned ▪ New Ethics Office helpline established ▪ Out-sourcing hotline to ensure 24 hours coverage with trained personnel 	<ul style="list-style-type: none"> ▪ December 2018 	Completed
		<ul style="list-style-type: none"> ▪ June 2019 	Completed
		<ul style="list-style-type: none"> ▪ December 2019 	Ongoing

1.3 Establish a mechanism to regularly monitor implementing partners accountability and adherence to FAO standards			
Work with country offices to establish documented routines to monitor implementing partners accountability through the inclusion of a specific section in the: <ul style="list-style-type: none"> - Annual reporting of Country Offices - Internal Control Questionnaire for Decentralized Offices - Including a specific section on PSH in the LoA 	<ul style="list-style-type: none"> ▪ Instructions released to country offices. ▪ Periodic and random monitoring undertaken and beneficiaries' feedback sought on the perceived and demonstrated values of the partner. 	<ul style="list-style-type: none"> ▪ December 2019 ▪ Continuing 	Completed
			Continuing
1.4 Inputs to and use of Sexual Harassment Screening Database established by CEB Task Force			
Database of personnel (Staff and NSHR) who have been found to have engaged in sexual harassment to avoid rehire.	The Database populated and used for Reference Checks.	Continuing	Continuing
1.5 Provide yearly statistical data of Sexual Harassment related cases			
Maintain statistics of formal complaints on Harassment, including Sexual Harassment allegations, and related case.	Harassment statistics provided in the report of the Inspector General, available on the website.	Yearly	Continuing

2. Investigation and decision-making			
<u>Overview</u> FAO committed to strengthen capacities and instruments for investigating and supporting victims and to enhance sharing of resources, expertise and best practices.			
<u>Major activities</u>	<u>Indicators</u>	<u>Target Timeframe</u>	<u>Status</u>
2.1. Increase investigative capacity			
Increase investigative capacity by addition of one Professional position (P-3) in the Office of the Inspector General	Investigate capacity reinforced	July 2018	Completed
2.2 Strengthen network with peers in the humanitarian and other sectors to share experiences and good practices			
Actively participates in: <ul style="list-style-type: none"> ▪ Rome-Based Agencies Ethics Officers meetings ▪ CEB Task Force on Addressing Sexual Harassment within the Organizations of the UN System ▪ UN-SWAP 	Sharing experiences and good practices through the participation in the networks	Continuing	Continuing
3. Outreach and Support			
<u>Overview</u> More detailed and systematic communications provided to staff using a variety of communication channels and outreach tools to enhance awareness and increase trust in the Organization.			
<u>Major activities</u>	<u>Indicators</u>	<u>Target Timeframe</u>	<u>Status</u>

3.1 Mandatory learning tool			
Establishment of a mandatory learning tool on PSH	<ul style="list-style-type: none"> ▪ E-learning course launched. ▪ Compliance rate of FAO personnel completed the mandatory course 	<ul style="list-style-type: none"> ▪ October 2018 ▪ Continuing 	Completed
Release of the customized UN e-learning “Working Harmoniously” as mandatory training.	Learning tools released	February 2019	Completed
Release of the video on ‘Whistleblower Protection’	Learning tool released	March 2020	Ongoing
3.2 Face-to-face training and video training sessions in headquarters and decentralized offices			
Implement training sessions at HQ and DOs	Complete the training sessions for all Divisions at HQ and DOs	Continuing	Continuing
3.3 Guide for Managers on Prevention of and Response to SH in the Workplace			
“A Guide for Managers on Prevention of, and Response to Sexual Harassment in the Workplace” issued and used to assist managers in the effective fulfilment of their obligations to create a safe and harmonious work environment	<ul style="list-style-type: none"> ▪ Guide published on OHR intranet page ▪ Communication campaign to remind managers on their responsibilities 	<ul style="list-style-type: none"> ▪ October 2018 ▪ Continuing 	Completed
			Continuing

3.4. Reinforced internal communications on SH			
<p>With multiple approaches:</p> <ul style="list-style-type: none"> ▪ Broadcast email through corporate internal communication channels to all FAO personnel reminding of the Organization's commitment to zero tolerance and to encourage reporting SH. ▪ Direct and indirect references published on a continuous basis on the intranet homepage and on screens both in headquarters and in decentralized offices, including articles, a training section and highlighted notices and pop ups. ▪ Publications of newsletters and interviews on its intranet regarding Focus Topics, including SH matters and hotline reporting. ▪ Specific internet and intranet webpages, listing policy and processes for reporting. 	<p>Awareness raising and communications continue, which play a critical role in combating sexual harassment and prevention through organizational culture change.</p>	<p>Continuing</p>	<p>Continuing</p>
3.5 Counselling support to staff			
<p>The Staff Counsellor provides counselling service for employees aimed also at preventing, managing and solving the issues of harassment and sexual harassment occurring in the work environments brought to his attention.</p>	<p>The service of Staff Counsellor utilized on issues related to sexual harassment</p>	<p>Continuing</p>	<p>Continuing</p>

FAO Action Plan on Protection from Sexual Exploitation and Abuse (PSEA)

PSEA is the term used by the UN and NGO community to refer to measures taken to protect vulnerable people from sexual exploitation and abuse by their own staff and associated personnel. The 2003 UN Secretary General's Bulletin on sexual exploitation and sexual abuse (ST/SGB/2003/13) defines the term "sexual exploitation" as 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. It defines the term "sexual abuse" as the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

The FAO Policy on Protection from Sexual Exploitation and Abuse is in Administrative Circular 2013/27. FAO has zero-tolerance for sexual exploitation and abuse, as stated in Administrative Circular 2018/02 and Director-General's Bulletin 2012/70. The Ethics Officer was appointed Senior Focal Point for PSEA in Director-General's Bulletin 2012/70.

The FAO e-learning course entitled "Protection from Sexual Exploitation and Abuse" is mandatory for all staff and non-staff.

ACTION PLAN (PSEA)

FAO applies a zero-tolerance policy towards Sexual Exploitation and Abuse. A true zero-tolerance policy requires a robust system to create an enabling working environment, through the reinforcement of the culture of prevention, the improvement of awareness-raising and enabling fair investigations, observing principles of confidentiality and discretion, and guarantying ongoing protection of those who report.

Within this framework, the Action Plan is intended in particular to clarify the key areas of work and the concrete actions which are essential to be set up in order to ensure total enforcement of the rules aimed at creating and promoting a working environment that prevents sexual exploitation and abuse.

The following pages provide an overview of the actions that will be carried out and a brief report on progress. The colour-coded reporting system summarized below indicates the status of each initiative and the timeframes.

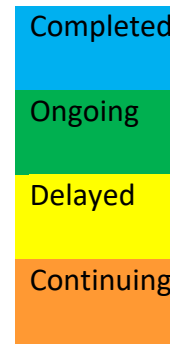
Colour-coded reporting system

The initiative has been **completed**

Progress towards implementation is **on track**

Progress is **delayed** but remedial action is being taken and a revised timeline established

Continuing activities



1. Prevention			
<u>Overview</u> FAO engaged in several actions to better understand the underlying causes and address lack of data and under-reporting of sexual exploitation and abuse cases, conducting analysis on causes and remedial approaches.			
<u>Major activities</u>	<u>Indicators</u>	<u>Target Timeframe</u>	<u>Status</u>
1.1. Conduct the Survey of UN Personnel on Standards of Conduct and Behaviour			
Distribution of 2019 Survey to gather information on perceptions of all categories of personnel related to standards of conduct with relation to sexual exploitation and abuse in specific field locations.	Report is analyzed and results are taken in consideration for the implementation of new actions.	Yearly	Continuing
1.2 Enhance Hotline/Helpline reporting capabilities			
<ul style="list-style-type: none"> ▪ Assign a voice mailbox to the current hotline managed by the Office of the Inspector General, so that complainants could leave messages outside of working hours. ▪ Establish a new Ethics helpline ▪ Identify a suitable option for an outsourced 24-hour hotline 	<ul style="list-style-type: none"> ▪ Voice mailbox assigned to the hotline ▪ New helpline established ▪ Out-sourcing hotline to ensure 24 hours coverage with trained personnel 	<ul style="list-style-type: none"> ▪ December 2018 ▪ June 2019 ▪ March 2020 	Completed
			Completed
			Ongoing

1.3 Establish mechanism to regularly monitor implementing partners accountability and adherence to FAO standards			
Work with country offices to establish documented routines to monitor implementing partners accountability through the inclusion of a specific section in the: - Annual reporting of Country Offices - Internal Control Questionnaire for Decentralized Offices	<ul style="list-style-type: none"> ▪ Instructions released to country offices. ▪ Periodic and random monitoring conducted and beneficiaries' feedback sought on the perceived and demonstrated values of the partner. 	<ul style="list-style-type: none"> ▪ December 2019 ▪ Continuing 	Completed
			Continuing
1.4 Improve Community Based Complaint Mechanism (CBCM)			
Work with regions to improve a Community Based Complaint Mechanism in Country Offices	<ul style="list-style-type: none"> ▪ CBCM Guidelines at country level prepared. ▪ CBCM Guidelines rolled out in priority country offices. 	<ul style="list-style-type: none"> ▪ December 2019 ▪ December 2019 	Ongoing
			Ongoing
1.5 Establish and maintain confidential database by PSEA Senior Focal Point of all SEA reports received			
This database, currently maintained by the Ethics Officer as PSEA Senior Focal Point, records names, contact details of reporting and affected individuals and summary of the complaint including details of subject (if known).	All reports are recorded in the database.	Continuing	Continuing

1.6 Inputs to Sexual Exploitation and Abuse Screening Database established by CEB Task Force			
Maintain database of personnel (Staff and NSHR) who have been found to have engaged in sexual exploitation and abuse to avoid rehire.	The Database populated and used for Reference Checks.	Continuing	Continuing
1.7 Provide annual statistics on Sexual Exploitation and Abuse complaints			
Maintain statistics of formal complaints of sexual exploitation and abuse	Statistics provided in the report of the Inspector General, available on the website.	Yearly	Continuing
2. Investigation and decision-making			
<u>Overview</u> FAO committed to strengthen capacities and instruments for investigating and supporting victims and to enhance sharing of resources, expertise and best practices.			
<u>Major activities</u>	<u>Indicators</u>	<u>Target Timeframe</u>	<u>Status</u>
2.1. Increase investigative capacity			
Increase investigative capacity by addition of one Professional position (P-3) in the Office of the Inspector General	Investigate capacity reinforced	July 2018	Completed

2.2 Strengthen network with peers in the humanitarian and other sectors to share experiences and good practices			
Actively participates in: <ul style="list-style-type: none"> ▪ Inter-Agency Standing Committee (IASC) meetings on PSEA ▪ IASC Investigation Bodies on Protection from Sexual Exploitation, Abuse ▪ Rome-Based Agencies Ethics Officers meetings ▪ Ethics Network of Multilateral Organizations (ENMO) 	Sharing experiences and good practices through the participation in the networks	Continuing	Continuing
3. Outreach and Support			
<u>Overview</u> More detailed and systematic communications are continuously undertaken to staff, using a variety of communication channels and outreach tools to enhance awareness.			
<u>Major activities</u>	<u>Indicators</u>	<u>Target Timeframe</u>	<u>Status</u>
3.1 Mandatory learning tool			
Release of a mandatory e-learning course on Protection from Sexual Exploitation and Abuse, translated in English, French and Spanish for all staff	Learning tool released	May 2019	Completed
Release of the e-learning course on ‘Whistleblower Protection’	Learning tool to be released	March 2020	Ongoing

3.2 Face-to-face training and video training sessions in headquarters and decentralized offices			
Carry out targeted face-to-face training on PSEA, in particular those in countries in emergency, to supplement mandatory PSEA e-learning course for all staff and awareness-raising sessions for PSEA Focal Points.	Training implemented	Continuing	Continuing
3.3 Awareness raising sessions on PSEA for FAO focal points			
Conduct face-to-face two-day awareness-raising sessions on AAP/PSEA for PSEA Focal Points from country offices.	Training of PSEA Focal Points from all country offices implemented in Regional Offices	Continuing	Continuing
3.4. Reinforced internal communications on SEA			
<p>Continuous internal communications through multiple approaches:</p> <ul style="list-style-type: none"> ▪ Broadcast messages and articles through internal communication channels to all personnel of the Organization's commitment to zero tolerance for SEA. ▪ Direct and indirect references published on the intranet homepage and on screens both in headquarters and in the decentralized offices, including articles, a training section and highlighted notices and pop ups. ▪ Specific internet and intranet webpages, communicating PSEA policy and reporting procedures. 	Awareness raising and communications continuously implemented	Continuing	Continuing