



**GREEN
CLIMATE
FUND**

Call for Public Submissions

Sexual Exploitation, Abuse and Harassment Policy

I. Inputs requested

1. At its twenty-first meeting, the Board of the Green Climate Fund (GCF) approved the 2019 Work Plan of the Independent Integrity Unit (IIU) (Decision B.21/12) which included the development of a policy on sexual exploitation, abuse and harassment within the overall integrity policy framework of the GCF. This draft policy is intended to be submitted to the Board for decision at its twenty-second meeting in February 2019.
2. The terms of reference of the (IIU) require that the IIU collaborates and consults in recommending improvements to GCF's integrity policies and procedures (Decision B.06/09(b)). Given the internal and external applications anticipated of the sexual exploitation, abuse and harassment policy, the IIU aims to follow a consultative process and seek also public input to inform the policy's scope and content as outlined in Section IV below. Any individual or organization may send a submission.

II. Deadline and submission

3. The deadline for public submissions is 31st December 2018 at 23:59 Korean Standard Time.

Official submission of inputs should be sent via email in MS Word format as one document with subject line "Call for inputs – Sexual Exploitation, Abuse and Harassment Policy" to:

iiu@gcfund.org

The official submission should clearly indicate: full name, title/position, organization/affiliation, and contact details.

III. Background

4. The Independent Integrity Unit (IIU) has been requested by the Board to develop a full set of integrity policies related to prohibited practices (Decision B.14/01, para. (e)) in accordance with its Terms of Reference (Decision B.06/09(b)); (Decision B.10/05(c)).

5. The IIU has included in its 2019 Workplan the development of a policy on sexual exploitation, abuse and harassment. At present, the GCF has some policies which directly or indirectly address sexual harassment, and others which provide for safeguards with respect to health and safety:
- a. The GCF's Board has adopted policies associated with preventing sexual exploitation, abuse and harassment. For the GCF Secretariat, sexual harassment is addressed in the Administrative Guidelines on Human Resources (Decision B.08/17) and the proposed Code of Conduct of the Revised legal framework on human resources management (GCF B.21/07). The Fund's policies on Ethics and Conflicts for the Board (Decision B.09/03), External Members of Panels and Groups (Decision B.10/13), the Executive Director (Decision B.10/13) and Board appointed officials (Decision B.13/27) determine that Harassment (defined as "unwelcome verbal or physical behaviour that unreasonably interferes with work or creates an intimidating, hostile or offensive work environment") is a prohibited practice (for the purpose of those policies) and amounts to Misconduct which, if found, may be subject to disciplinary or other corrective measures.
 - b. The GCF has also adopted a Gender Policy and Action Plan (Decision B.09/11), which *inter alia*, aims to "address assessed potential project/programme risks on women and men associated with adaptation and mitigation activities financed by the Fund" (para 5(c)). It also provides that "Gender-related complaints and grievances that may occur in projects and programmes are processed through the Fund's redress mechanism" (para 11).

An Updated Gender Policy and Action Plan 2018–2020, which has been introduced for Board decision (GCF/B.20/07; GCF/B.21/02), would establish a GCF Gender Equality Policy. Further to the existing Gender Policy (above), the updated draft Policy establishes that one of its three main objectives is to promote climate investments that "minimize social and gender-related and climate-related risks, while also endeavouring to promote respect for and observance of human rights of all people, including women and men from vulnerable or marginalised communities in all climate change actions." It also establishes human rights as a guiding principle where by: "All GCF activities will endeavour to promote respect for and observance of principles set forth in the Universal Declaration of Human Rights, the Convention on the Elimination of All Forms of Discrimination Against Women, the Beijing Declaration and Platform for Action and other relevant international treaties and agreements that may be directly applicable to the activities."
 - c. The GCF's [Environmental and Social Policy](#) and [Guidelines](#) aim to ensure that risks associated with "working conditions and health and safety of workers" and employment of "vulnerable categories of workers including women and children" are assessed and mitigated in Fund-related Activities.
6. While the above policies may be interpreted to cover elements of a sexual exploitation, abuse and harassment policy, an explicit, Fund-wide zero tolerance policy is needed to ensure that GCF effectively prevent, deter, address and correct sexual exploitation, abuse and harassment in GCF activities with a view to protecting especially vulnerable persons, and in line with international best practices.

IV. Issues the public may wish to address

7. Public submissions may wish to address all or some of following matters related to the Sexual Exploitation, Abuse and Harassment Policy:

a. Necessity and justification

Is a Policy on Sexual Exploitation, Abuse and Harassment necessary for the GCF? How may it best be justified?

How best can the policy proactively express the core value of the GCF of a prohibition against sexual exploitation, abuse and harassment; rather than contain only prohibitions?

b. Scope and purpose

How may sexual exploitation, sexual abuse and sexual harassments (SEAH) best be defined?

What key obligations and prohibitions should the GCF require?

To whom should such obligations and prohibitions apply? (e.g. staff and consultants, Board Members, Board Appointed Officials? and Counterparties¹?

c. Prevention

What measures should the GCF take to safeguard against SEAH within the GCF Secretariat and in Fund-related Activities? Should these include personnel screening, risk assessment, monitoring and mitigation, clear guidelines and/or training? Other measures?

d. Reporting, investigation and remedy

Who should be able to report suspected SEAH?

Who should be obligated to report suspected SEAH?

What person or body is best placed to receive, investigate and/or remedy such reports?

What obligations should be placed on GCF Counterparties to prevent, detect and remedy sexual exploitation and abuse, and sexual harassment in the implementation of GCF activities?

What provisions regarding notification, declaration of conflict of interests and appropriate re-arrangements in GCF personnel reporting and work assignments should be adopted in a SEAH policy where a potential conflict of interest arises as a result of a consensual romantic relationship between GCF staff members, Board members, etc.

What key procedural safeguards and due process provisions should be in a SEAH policy to ensure fairness to both the victim and the alleged wrongdoer?

What safeguards should be in the policy to protect the privacy and reputations of both the victim and the alleged wrongdoer?

¹ Counterparty is any party that contributes to, executes, implements, bids for, or in any way participates in Fund-related Activities, including receiving a grant, loan, or other form of financing or support from the Fund. Counterparties include a contributor, Accredited Entity, Direct Access Entity, Executing Entity, delivery partner, fiscal agent, financial intermediary, vendor, and any entity within or to which the Secretariat directly disburses GCF resources



What measures should the GCF take to improve the quality of investigations of SEA and SH internally within the Fund, and in its Counterparties? What is the best approach to collaborating in investigations and sharing resources and expertise, particularly forensic investigation capabilities?

e. Sanctions and disciplinary actions

What sanctions or disciplinary actions should be adopted in the SEAH policy with regard to GCF staff, consultants, Board Members, Board Appointed Officials, and/or Counterparties who have violated key obligations and prohibitions (as indicated above at (b))? What sanctions or disciplinary measures, if any, should be adopted in an SEAH policy for malicious or deliberately false accusations of SEAH?

f. Collaboration

What measures should the GCF adopt to ensure alignment of its SEAH policy with international best practice by GCF Counterparties, multilateral and bilateral institutions, and national entities?

[*Particularly with regard to the work currently being undertaken by the United Nations to develop uniform definitions, common principles, model policies and a harmonised mechanism for collection and analysis of data.]