

OFFICIAL

FAS PRD Back pocket Briefing – November Audit and Risk Committee (ARC)

s 22(1)(a)(ii)

- Recommendation 4 has not commenced pending clearance and publication of the refreshed *Child Protection* and *PSEAH* policies.

s 22(1)(a)(ii)

- Therefore, there are two potential options to respond to this recommendation: incorporate safeguards into the Essentials Suite; or develop a communications plan as part of the launch of the new CP and PSEAH policies to raise awareness amongst all staff of their safeguard obligations.

s 22(1)(a)(ii)



Australian Government
Department of Foreign Affairs and Trade

COMMITTEE: DEVELOPMENT PROGRAM COMMITTEE

DATE: 19 September 2024

AGENDA ITEM: SIX-MONTHLY UPDATE: DEVELOPMENT RISK MANAGEMENT AND SAFEGUARDS

s 22(1)(a)(ii)

Prepared by:
s 22(1)(a)(ii) , DIR DRM and
s 22(1)(a)(ii) DIR HMS

Endorsed by:
Kirsten Bishop, A/g FAS PRD

Date endorsed:
04 September 2024

File no:
s 22(1)(a)(ii)



Australian Government

Department of Foreign Affairs and Trade

s 22(1)(a)(ii)

Human and Environmental Safeguards

- DFAT is committed to preventing unintended harm to people and the environment. PRD leads on DFAT's Child Protection (CP) Policy, Preventing Sexual Exploitation, Abuse and Harassment (SEAH) Policy, and Environmental and Social Safeguards Policy.
- PRD is currently managing 47 (16 CP and 31 SEAH) open cases (see Attachment 1b). Cases have been trending upwards since COVID, particularly SEAH cases. There was a 27 per cent increase in notifications from 2022-23 to 2023-24. CP cases have a longer-term downward trend, which is difficult to explain given CP issues remain a global problem. This may reflect low awareness of the CP Policy and also be a result of the growth of online abuse, which is more difficult to detect.
- The highest number of reported incidents relate to sexual harassment. This is likely underreported. Staff and partners have said informally that sexual harassment is commonly not reported for fear of impacting working relationships, particularly when the harassment relates to government partners.
- PRD is currently updating the CP and SEAH policies. We expect these to be finalised by the end of 2024 and published early 2025.
- s 22(1)(a)(ii)

Prepared by:

s 22(1)(a)(ii) , DIR DRM and
s 22(1)(a)(ii) DIR HMS

Endorsed by:

Kirsten Bishop, A/g FAS PRD

Date endorsed:

04 September 2024

File no:

s 22(1)(a)(ii)



Australian Government
Department of Foreign Affairs and Trade

s 22(1)(a)(ii)

Prepared by:

s 22(1)(a)(ii), DIR DRM and
s 22(1)(a)(ii) DIR HMS

Endorsed by:

Kirsten Bishop, A/g FAS PRD

Date endorsed:

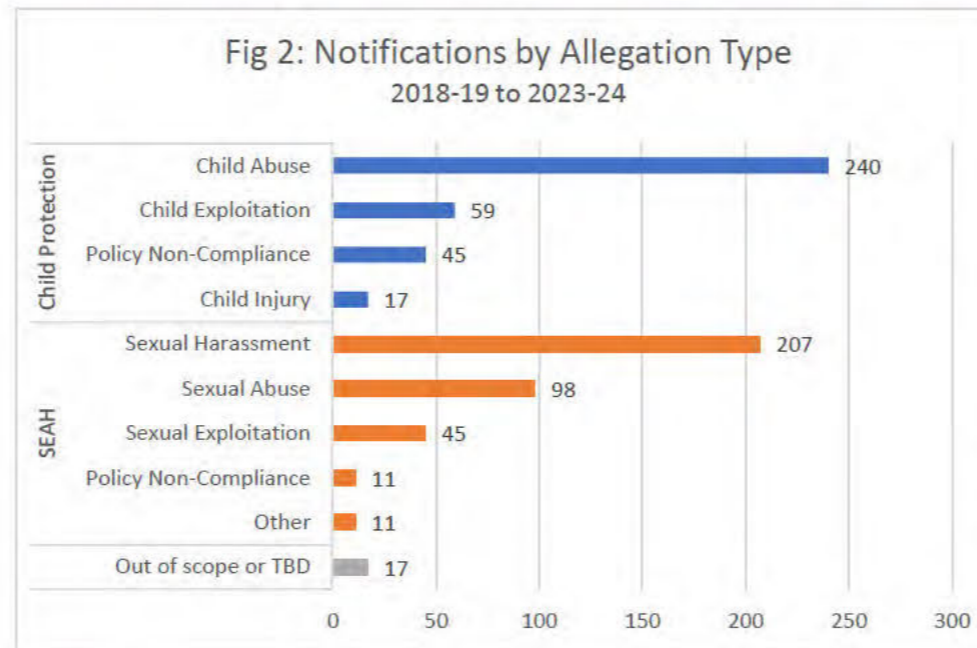
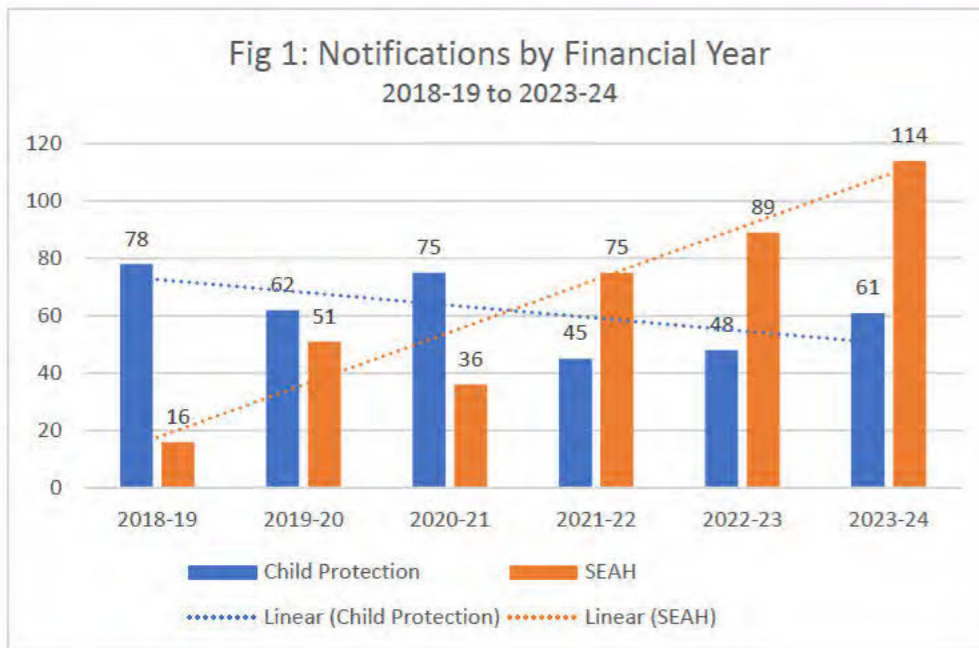
04 September 2024

File no:

s 22(1)(a)(ii)

OFFICIAL: Sensitive

Human and Environmental Safeguards Incident Notification and Training Analysis – September 2024: Attachment 1b



Incident Notifications

Figure 1: Since 2018-19, the total number of notifications reported to DFAT has generally increased year-on-year. While the share of child protection notifications has fallen, SEAH notifications have steadily increased. This might indicate better awareness of SEAH since the launch of the PSEAH Policy in 2019 and improved organisational mechanisms for reporting and responding to SEAH.

The marked increase in both child protection and SEAH notifications in 2023-24 could in part be attributed to targeted engagement and outreach programs with posts and implementing partners across Southeast Asia and the Pacific.

Figure 2: For child protection notifications, child abuse is the most common allegation type. It covers physical abuse, neglect, emotional abuse, sexual abuse, ill-treatment and witnessing these harms.

Sexual harassment predominates for SEAH notifications. While sexual harassment could simply be more prevalent, HMS has found that it is better understood by staff and partners than sexual exploitation and abuse.

Figure 3: The countries with the highest notifications generally have large development programs. Development countries have higher risk environments, including higher rates of gender-based violence, and DFAT’s development programs operate in high risk sectors, including infrastructure. HMS would expect higher levels of notifications from other countries with similar characteristics, e.g. s 33(a)(iii)

Figure 4: s 47E(d)

s 33(a)(iii)

s 33(a)(iii)

Training Data – 2023-24

The Child Protection and PSEAH eLearnings provide staff with a foundation level understanding of the policies. The eLearnings are mandatory for all DFAT pre-postees.

- 785 staff completed the Child Protection eLearning
- 750 staff completed the PSEAH eLearning

s 22(1)(a)(ii)

OFFICIAL

Exported by s 22(1)(a)(ii) - 08:40 AM Monday, 12 May 2025

s 22(1)(a)(ii)

Title: Human and Environmental Safeguarding – Embedding the 'do no harm' principle: Six-Monthly Report

MRN: s 22(1)(a)(ii) 25/11/2024 04:45:28 PM ZE10

To: FAF Posts

Cc:

From: Canberra
(CHCH/DFAT/PRD/RAB)

From File:

EDRMS

Files:

References: s 22(1)(a)(ii)
The cable has the following attachment/s -
Safeguard Incident Notification Trends.docx

Response: Routine, Information Only

Summary

DFAT is committed to preventing unintended harm to people and the environment in its operations. The areas of most concern relate to child protection and sexual exploitation, abuse and harassment. The number of incident notifications has trended upwards since the pandemic. This may in part reflect greater awareness, following outreach visits to several posts and more training - 750 DFAT staff completed the Child Protection eLearning and PSEAH eLearning in 2023–24 alone. Nevertheless, an internal audit of DFAT's safeguards noted room for improvement in staff understanding of the department's safeguarding policies.

Cable provides an update on DFAT's human and environmental safeguards, including trends in child protection and sexual exploitation, abuse and harassment (SEAH) incident notifications and DFAT's annual Child Safe Compliance Statement.

2. The Development Effectiveness and Enabling Division (PRD) leads on DFAT's [Child Protection Policy](#), [Preventing Sexual Exploitation, Abuse and Harassment \(PSEAH\) Policy](#), and [Environmental and Social Safeguards Policy](#). PRD presented the six-monthly update on risk and safeguards management to the Development Program Committee (DPC) meeting on 19 September 2024, including safeguards incident notifications and training data.

3. Although most notifications of possible safeguard breaches are reported from the development and humanitarian program, the policies relate to all DFAT business. As a consequence, all staff should be aware of reporting obligations.

Policy Settings

4. DFAT's Child Protection Policy and PSEAH Policy have mandatory reporting requirements for suspected or alleged child exploitation, abuse or harm and sexual exploitation, abuse or harassment of adults that occur in relation to DFAT business (s 22(1)(a)(ii)).

5. Beyond reporting, DFAT staff and partners are expected to manage the risks to children and of SEAH through screening and application of minimum standards, and monitoring their activities. DFAT's [Child Protection Clauses](#) and [PSEAH Clauses](#) are mandatory in all DFAT agreements and contracts.

OFFICIAL

OFFICIAL

Exported by s 22(1)(a)(ii) - 08:40 AM Monday, 12 May 2025

s 22(1)(a)(ii)

6. In implementing DFAT's Child Protection Policy, DFAT is giving effect to its obligations under the [Commonwealth Child Safe Framework](#) (2019). The Framework is a whole-of-government policy that sets minimum standards for Australian Government entities to create and maintain behaviours and practices that are safe for children. On 14 October 2024, DFAT published its [Annual Statement of Compliance](#) with the Framework.

7. PRD is updating the Child Protection Policy and PSEAH Policy, and has recently consulted across the department and with relevant partners. The update seeks to better align the policies with changes to domestic legislation and international frameworks and global best practice. PRD expects to publish the policies in early 2025.

Trends

8. Reporting is key to building a strong safeguarding culture by supporting action against alleged perpetrators, encouraging accountability and transparency. DFAT expects and works with partners to ensure that they strengthen their safeguarding systems following an incident. Beyond this, reporting serves to reinforce the trust of victim-survivors and communities in organisations and their donors of their commitment to prevention, protection and action.

9. DFAT received 750 incident notifications between 2018–19 and 2023–24, comprising 369 child protection notifications and 381 SEAH notifications. Notifications relate to potential breaches of DFAT policy. All notifications within the scope of the policies must be investigated and appropriate remedial action taken as required. Not all notifications turn out to be breaches.

10. The **attached** provides a breakdown by year, country and allegation type. The number of incident notifications report to DFAT has trended upwards since the pandemic, with a marked increase of 28 per cent from 137 in 2022–23 to 175 in 2023–24. This increase could in part be attributed to PRD's targeted safeguards outreach programs with posts and implementing partners across Southeast Asia and the Pacific.

11. DFAT receives the highest number of incident notifications from countries with large development and humanitarian programs. DFAT's development and humanitarian programs operate in high-risk environments which are often characterised by significant power differentials including gender inequality – the root cause of SEAH – and comparatively high rates of gender-based violence. Humanitarian crises exacerbate these conditions and produce opportunities for exploitation and abuse.

12. The highest number of reports across both policies relate to child abuse, likely attributable to the broadness of the definition and the relative maturity of child protection systems, particularly in large organisations. Sexual harassment dominates for SEAH notifications and yet this is also likely the most underreported category.

Safeguards training figures

s 22(1)(a)(ii)

OFFICIAL

OFFICIAL

Exported by s 22(1)(a)(ii) - 08:40 AM Monday, 12 May 2025

s 22(1)(a)(ii)

s 22(1)(a)(ii)

text ends

Sent by: s 22(1)(a)(ii)

Prepared s 22(1)(a)(ii)

by:

Approved AS RAB

by:

Topics: DEVELOPMENT COOPERATION/Aid General, DEVELOPMENT COOPERATION/DAP, GENDER EQUALITY AND WOMENS EMPOWERMENT/General, HUMAN RIGHTS/General, PERSONNEL/Training, POST MANAGEMENT/General Admin, STRATEGIC MANAGEMENT/Audit

▼ New Distribution

s 22(1)(a)(ii)

OFFICIAL

OFFICIAL

Exported by s 22(1)(a)(ii) - 08:40 AM Monday, 12 May 2025

s 22(1)(a)(ii)

s 22(1)(a)(ii)

OFFICIAL

OFFICIAL

Exported by s 22(1)(a)(ii) - 08:40 AM Monday, 12 May 2025

s 22(1)(a)(ii)

s 22(1)(a)(ii)



OFFICIAL

OFFICIAL: Sensitive



Australian Government

Department of Foreign Affairs and Trade

Monitoring and Reporting of Safeguards Audit Final Report

Internal Audit Manager: s 22(1)(a)(ii)

Internal Audit Team: s 22(1)(a)(ii)

Fieldwork: Nov 2023 – April 2024

Draft Report: 20 May 2024

Date Management Comments Received: 11 June 2024

Final Report: 18 June 2024

Date Submitted to Audit and Risk Committee: 25 June 2024

OFFICIAL: Sensitive

OFFICIAL: Sensitive

DFAT.GOV.AU

21 of 326

1 Executive Summary

s 22(1)(a)(ii)

DFAT does not tolerate sexual exploitation, abuse or harassment of any. This applies to all DFAT business, in Australia and overseas.

s 22(1)(a)(ii)

s 47E(d)

s 22(1)(a)(ii)

s 22(1)(a)(ii)

s 22(1)(a)(ii)

s 47E(d)

s 22(1)(a)(ii)

Theme	Category ⁹	Findings	Recommendations	Summary of Management Response
	1	s 22(1)(a)(ii)		
	1			
Notification Reporting	3	s 47E(d)		
	3	s 22(1)(a)(ii)		

2 Detailed findings

s 22(1)(a)(ii)

s 22(1)(a)(ii)

s 47E(d)

s 22(1)(a)(ii)

s 22(1)(a)(ii)

s 47E(d)

¹² CSSG report is compiled by the FCDO, UK.

s 47E(d)

s 22(1)(a)(ii)

s 47E(d)

s 22(1) -
(a)(ii)

s 22(1)(a)(ii)

- s 47E(d)

s 22(1)(a)(ii)

s 22(1)(a)(ii)

<ul style="list-style-type: none">• s 47E(d) <p>s 22(1)(a)(ii)</p>

s 22(1)(a)(ii)

s 47E(d)

s 22(1)(a)(ii)

A.2.3 Notification Reporting

s 47E(d)

s 47E(d)

s 22(1)
(a)(ii)

s 22(1)(a)(ii)

s 47E(d)

s 22(1)(a)(ii)

s 47E(d)

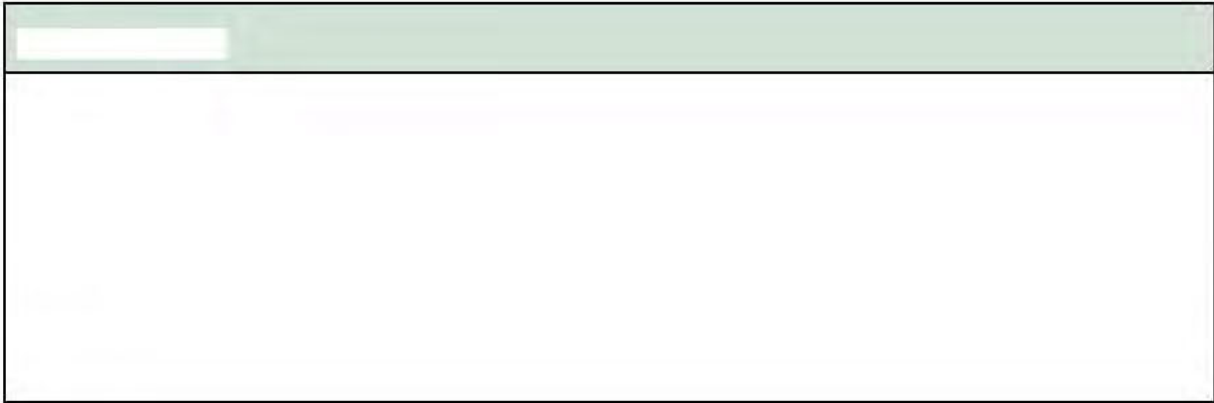
s 22(1)(a)(ii)



- s 47E(d)

s 47E(d)

s 22(1)(a)(ii)



s 47E(d)
s 22(1)(a)(ii)

s 22(1)(a)(ii)

s 47E(d)

s 22(1)(a)(ii)

All DFAT agreements and funding arrangements must include Child Protection and SEAH clauses. This includes all new or existing agreements, regardless of monetary value.²⁹

s 22(1)(a)(ii)

-

s 47E(d)

s 22(1)(a)(ii)

s 47E(d)

s 22(1)(a)(ii)

s 22(1)(a)(ii)

s 47E(d)

s 22(1) -
(a)(ii)

s 47E(d)

s 22(1)(a)(ii)

s 22(1)(a)(ii)

- s 47E(d)

s 22(1)(a)(ii)

s 22(1)(a)(ii)

s 47E(d)

s 47E(d)

s 22(1)(a)(ii)



FAS PRD BRIEFING TO HOM/HOP ON PSEAH

Diplomatic Academy 1.27 – 7 August – 1.30pm

- DFAT's Preventing Sexual Exploitation, Abuse and Harassment (PSEAH) Policy was introduced in April 2019.
 - It applies to DFAT staff and extends to those we work with.
 - It applies to all our business – not just ODA – (common misperception)
 - All allegations and reported incidents are taken seriously and acted on.
 - We take a victim-survivor approach to incidents.
 - This means placing the needs and priorities of victims-survivors at the forefront of our response.
 - ⊖ Development Effectiveness and Enabling Division (PRD) own the policy.
 - PPD are responsible for staff welfare and safety.
 - On 28 November 2022, the Anti-Discrimination and Human Rights Legislation passed Parliament, introducing a positive duty on employers to prevent workplace sexual harassment.
 - This requires DFAT to be proactive in taking measures to prevent SEAH.
 - This has implications for you as leaders.
 - PPD are currently drafting an *Unacceptable Behaviours Policy* which has implications for the way SEAH is handled within the organisation.
- Our PSEAH policy makes clear – sexual exploitation, abuse and harassment are not tolerated.
 - Policy outlines expectations and requirements for all DFAT staff and delivery partners to manage SEAH risks and incidents.
 - When incidents do happen, we have a zero tolerance of inaction.

- Role of HOM/HOP in ensuring action is appropriate and timely is paramount.

What are your obligations as HOM/HOP?

- Understand you have an obligation to ensure your workplace is safe and that those who may be vulnerable in the communities in which we work, are protected.
 - Your staffing profile will differ.
 - Your contexts will differ.
 - Your core business and program emphasis will vary – as examples:
 - If you're in a disaster-prone area, where a rapid response is required, ensure your program managers are taking active steps to mitigate the risk of SEAH (together with your implementing partners) and that those risks are reviewed regularly, and feature as standing items on business agendas.
 - Crisis settings are the perfect storm for abuse of those in vulnerable positions.
 - If you are at Post with significant after-hours social engagements, be sensitive to the risk of SEAH. We have had incidents of staff being harassed by other embassy staff.
- Make sure all staff understand their rights, their responsibilities and their obligations – and message accordingly and regularly.
 - Your leadership is critical in reinforcing important PSEAH messaging and in shaping culture. Message regularly – culture change takes time to embed.
 - Don't assume 'it couldn't happen in our workplace' – evidence suggests otherwise.
 - Be cognisant of the potential for abuse of authority.

- consider the roles and power differentials in the relationships between our A-based employees and our locally engaged employees.
- check in regularly to test that staff are not being sexual harassed in engagement with external partners – this includes by other government officials.
- o Make sure any staff who experience SEAH are supported, and that you and your senior managers are familiar with how to handle an incident in a trauma-informed way, consistent with the training that PPD and EB&Co ran for leaders in 2022.
- o Staff can report any concerns to the recently established **SafeSpace**.
 - Details available on the intranet.

How else can you create a safer workplace and prevent SEAH in our business?

- We work in some very complex, geographically diverse locations.
 - o Our approach to PSEAH needs to reflect this.
- We recommend making the PSEAH E-learning mandatory for all staff – this includes our locally engaged staff.
 - o I say this to all departing HOMs/HOPs and yet our e-learning data indicates uptake of the training is poor.
 - It's incumbent on all of us to change that.
- HMS also offer face to face Child and Adult Safeguards Training.
 - o This training also covers our *Child Protection Policy*.
 - o HMS is visiting Posts in the region to offer safeguarding training and advice to build capability, and to meet with implementing partners.
 - if at any point HOMs feel that teams would benefit from this additional support you can contact HMS.

How should you manage the risk of PSEAH in programs in your role as HOM/HOP – and how should you respond to notifications?

- DFAT is well regarded internationally for leadership on safeguarding.
 - You have important role to play in this regard.
- Our policy provides a proportional approach to managing the risk – and we expect our partners to manage that risk.
 - This includes mandatory reporting requirements.
 - The safeguarding team will manage reports from our partners.
 - While Post will be informed, we rarely expect Post to engage given privacy and confidentiality concerns but following an investigation we may expect Post to assure themselves of a partner’s approach to safeguarding.
 - In cases where reputational risk is a concern, it is possible you may be asked to develop TPs for the FMO for example.
- We know zero tolerance does not mean zero incidence.
 - We value transparency and accountability.
 - We encourage our partners to report without fear of reprisals.
 - Our focus is on how well organisations respond to allegations (including through appropriate support to victims/survivors) and the action they take to improve their culture and systems to deal with SEAH.
 - Zero reports are not a reliable indicator that all is well. In fact, it can signal you have a significant problem.
- **Thank you for your time today. If you want more advice about safeguarding including SEAH, please contact the Human and Environmental Safeguarding team in PRD.**
- **If you have particular concerns about a staff member either as a victim or a perpetrator and need advice, please contact PPD.**



PSEAH CHAMPION BRIEFING TO HOM/HOP –30 NOVEMBER 2023

- DFAT's Preventing Sexual Exploitation, Abuse and Harassment (PSEAH) Policy was introduced in April 2019.
 - It applies to DFAT staff and extends to those we work with.
 - It applies to all our business – not just ODA – (common misperception)
 - All allegations and reported incidents are taken seriously and acted on.
 - We take a victim-survivor approach to incidents.
 - This means placing the needs and priorities of victims/survivors at the forefront of our response.
 - ⊖ Development Effectiveness and Enabling Division (PRD) own the policy.
 - PPD are responsible for staff welfare and safety.
 - on 28 November 2022, the Anti-Discrimination and Human Rights Legislation (Respect at Work) Bill (Respect at Work Bill) passed Parliament, introducing a positive duty on employers to prevent workplace sexual harassment.
 - This requires DFAT to be proactive in taking measures to prevent SEAH.
 - This has implications for you as leaders.
- Our PSEAH policy makes clear – sexual exploitation, abuse and harassment are not tolerated.
 - Policy outlines expectations and requirements for all DFAT staff and delivery partners to manage SEAH risks and incidents.
 - When incidents do happen, we have a zero tolerance of inaction.
 - Role of HOM/HOP in ensuring action is appropriate and timely is paramount.

What are your obligations as HOM/HOP?

- Understand you have an obligation to ensure your workplace is safe and that those who may be vulnerable in the communities in which we work, are protected.
 - Your staffing profile will differ.
 - Your contexts will differ.
 - Your core business and program emphasis will vary – as examples:

- If you're in a disaster-prone area, where a rapid response is required, ensure your program managers are taking active steps to mitigate the risk of SEAH (together with your implementing partners) and that those risks are reviewed regularly, and feature as standing items on business agendas.
 - Crisis settings are the perfect storm for abuse of the vulnerable.
 - If you are at Post with significant after-hours social engagements, be sensitive to the risk of SEAH. We have had incidents of staff being harassed by other embassy staff.
- **Make sure all staff understand their rights, their responsibilities and their obligations – and message accordingly and regularly.**
 - Your leadership is critical in reinforcing important PSEAH messaging and in shaping culture. Message regularly – culture change takes time to embed.
 - Don't assume 'it couldn't happen in our workplace' – evidence suggests otherwise.
 - Be cognisant of the potential for abuse of authority.
 - consider the roles and power differentials in the relationships between our A based employees and our locally engaged employees.
 - check in regularly to test that staff are not being sexual harassed in engagement with external partners – this includes by other government officials.
 - Make sure any staff affected are supported, and that you and your senior managers are familiar with how to handle an incident in a trauma-informed way, consistent with the training that PPD and EB&Co ran for leaders earlier this year.
 - Staff can report any concerns to the recently established **SafeSpace**.
 - Details available on the intranet.

How else can you create a safer workplace and prevent SEAH in our business?

- We recommend making the PSEAH E-learning mandatory for all staff – this includes our locally engaged staff.
 - I say this to all departing HOMs/HOPs and yet our e-learning data indicates uptake of the training is poor.
 - It's incumbent on all of us to change that.
 - We work in some very complex, geographically diverse locations.
 - Our approach to PSEAH needs to reflect this.
- HMS also offer face to face Child and Adult Safeguards Training.

- HMS is visiting Posts in the region to offer safeguarding training and advice to build capability, and to meet with implementing partners.
 - if at any point HOMs feel that they would benefit from this additional support you can contact the team.

How should you manage the risk of PSEAH in programs in your role as HOM/HOP – and how should you respond to notifications?

- DFAT is well regarded internationally for leadership on safeguarding.
 - You have important role to play in maintaining that
- Our policy provides a proportional approach to managing the risk – and we expect our partners to manage that risk.
 - This includes mandatory reporting requirements.
- We know zero tolerance does not mean zero incidence.
 - We value transparency and accountability.
 - We encourage our partners to report without fear of reprisals.
 - Our focus is on how well organisations respond to allegations (including through appropriate support to victims/survivors) and the action they take to improve their culture and systems to deal with SEAH.
 - Zero reports are not a reliable indicator that all is well. In fact, it can signal you have a significant problem.
- **Thank you for your time today. If you want more advice about safeguarding including SEAH, please contact the Human and Environmental Safeguarding team in PRD.**
- **If you have particular concerns about a staff member either as a victim or a perpetrator and need advice, please contact PPD.**

OFFICIAL: Sensitive

Meeting Brief: FAS PRD and HOM Vientiane

Date: 12 June 2025 Location: FAS office 2.054

s 22(1)(a)(ii)

Safeguards

- s 33(a)(iii), s 47E(d)

- CP and PSEAH e-learning is mandatory for A-based staff. LES should be encouraged to complete CP and PSEAH e-learning if they have not recently done so.
 - 11 out of 13 A-based staff have completed both the CP eLearning and PSEAH eLearning.
 - **4 out of 43 LES have completed both the CP eLearning and PSEAH eLearning** - CP eLearning is mandatory for staff whose duties involve contact with children.

s 22(1)(a)(ii)

OFFICIAL: Sensitive

OFFICIAL: Sensitive

Meeting Brief: HOM Pohnpei and AS ADB – Midterm Consultations

Date: 15 August 2025 Location: AS ADB Office

s 22(1)(a)
(ii)

Safeguards

- s 33(a)(iii), s 47E(d)

- The senior leadership team play a key role in leading and shaping organisational culture.
 - Including being alert to PSEAH and CP risks at post and ensuring that all staff understand their rights and responsibilities.
- HOM should encourage all staff to complete the eLearnings if they haven't recently done so.
 - All A-based staff (3) have completed both the CP eLearning and PSEAH eLearning. The CP eLearning and PSEAH eLearning is mandatory for all A-based staff to complete within three years prior to deployment.
 - Three out of seven LES have completed both the CP eLearning and PSEAH eLearning. CP eLearning is mandatory for LES whose duties involve contact with children.

OFFICIAL: Sensitive

[REDACTED]
Meeting Brief: A/g FAS PRD, AS ADB and HOM Nauru

Date: 6 August 2025 Location: A/g FAS office

Key issues

- s 22(1)(a)(ii)

- s 33(a)(iii)

- Encourage all staff to complete the eLearnings if they haven't recently done so.

- s 22(1)(a)(ii)

[REDACTED]

OFFICIAL: Sensitive**OFFICIAL: Sensitive****Meeting Brief: HOM Majuro and PRD SES – Midterm Consultations**Date: Friday 17 October 2025 Location: TBCs 22(1)(a)
(ii)**Safeguards**

- DFAT’s Child Protection (CP) and Protection from Sexual Exploitation, Abuse and Harassment (PSEAH) Policies have been updated, effective 1 September 2025
 - the policies apply to all DFAT businesses in Australia and overseas, including implementing partners, contractors, or suppliers.
- HOM’s leadership is critical in reinforcing DFAT’s commitment to CP and PSEAH, and embedding safeguards into organisational culture at post
 - encourage staff to read the updated policies and Interim Guidance available on the intranet.
- **s 33(a)(iii), s 47E(d)**

- Encourage all staff to complete the eLearnings if they haven’t recently done so.
 - 2 out of 3 A-based staff have completed both the CP and PSEAH eLearnings. They are mandatory for all A-based staff to complete within three years prior to deployment.
 - 1 out of 4 LES have completed both the CP and PSEAH eLearnings. CP eLearning is mandatory for LES whose duties involve contact with children.

OFFICIAL: Sensitive

[REDACTED]
Meeting Brief: PRD SES and HOM Dili – Midterm Consultations

Date: 10.30-11.00am, 5 September 2025 Location: MS Teams

s 22(1)(a)(ii)

Safeguards

- DFAT’s Child Protection (CP) and Protection from Sexual Exploitation, Abuse and Harassment (PSEAH) Policies have been updated and launched.
- s 33(a)(iii), s 47E(d)

Meeting Brief: PRD SES and HOM Dili – Midterm Consultations

Date: 10.30-11.00am, 5 September 2025 Location: MS Teams

- Encourage all staff to complete the eLearnings if they haven't recently done so.
 - 25 out of 29 A-based staff have completed both the CP eLearning and PSEAH eLearning. The CP eLearning and PSEAH eLearning is mandatory for all A-based staff to complete within three years prior to deployment.
 - 25 out of 41 LES have completed both the CP eLearning and PSEAH eLearning. CP eLearning is mandatory for LES whose duties involve contact with children.
- HMS travelled to Dili post in May 2024 to deliver safeguards training to 23 staff and an implementing partner briefing to 20 representatives.

s 22(1)(a)(ii)

[REDACTED]
Meeting Brief: FAS PRD, AS ADB, AS RAB and HOM Des, Tarawa
Date: 25 March 2025 Location: FAS PRD Office 2.054 London Circuit

s 22(1)(a)
(ii)

Meeting Brief: FAS PRD, AS ADB, AS RAB and HOM Des, Tarawa
Date: 25 March 2025 Location: FAS PRD Office 2.054 London Circuit

Risk and Safeguards

- s 22(1)(a)(ii)

- s 33(a)(iii), s 47E(d)

- s 22(1)(a)(ii)

- The CP and PSEAH eLearnings are mandatory for A-based, however LES should be encouraged to complete the eLearnings if they have not recently done so
 - Since 2022 all A-based staff have completed both the CP eLearning and PSEAH eLearning
 - 8 out of 19 LES have completed both the CP eLearning and PSEAH eLearning - CP eLearning is mandatory for LES whose duties involve contact with children.

s 22(1)(a)
(ii)

OFFICIAL: Sensitive

Meeting Brief: AS DVB Matthew Harding, AS ADB Kirsten Bishop and s 22(1)(a)(ii) HOM Des, Palau

Date: 18 March 2025, Location: Room 2R3

s 22(1)(a)
(ii)

OFFICIAL: Sensitive

OFFICIAL: Sensitive

Meeting Brief: AS DVB Matthew Harding, AS ADB Kirsten Bishop and s 22(1)(a)(ii) HOM Des, Palau

Date: 18 March 2025, Location: Room 2R3

s 22(1)(a)(ii)

Safeguards

- s 22(1)(a)(ii)
- The CP and PSEAH eLearnings are mandatory for A-based, however LES should be encouraged to complete the eLearnings if they have not recently done so.
- Be alert to CP, PSEAH and other social and environmental risks at Post and in program delivery.

s 22(1)(a)(ii)

OFFICIAL: Sensitive

Meeting Brief: FAS PRD, AS DVB and HOM-Designate Manila

Date: 17 June 2025 Location: FAS PRD Office

s 22(1)(a)
(ii)

OFFICIAL: Sensitive

OFFICIAL: Sensitive

Meeting Brief: FAS PRD, AS DVB and HOM-Designate Manila

Date: 17 June 2025 Location: FAS PRD Office

- s 22(1)(a)(ii)

Safeguards

- s 22(1)(a)(ii)
- **HMS travelled to Manila post in May 2025.**
 - s 22(1)(a)(ii)

s 47E(d)

OFFICIAL: Sensitive

OFFICIAL: Sensitive

OFFICIAL: Sensitive

Meeting Brief: FAS PRD, AS DVB and HOM-Designate Manila

Date: 17 June 2025 Location: FAS PRD Office

- s 22(1)(a)(ii)

- s 33(a)(iii), s 47E(d)

- **HOM should encourage all staff to complete the eLearnings if they haven't recently done so.**
The eLearnings are critical to help staff understand their rights, responsibilities and obligations under the CP Policy and PSEAH Policy.
 - 30 out of 33 A-based staff have completed both the CP eLearning and PSEAH eLearning. The CP eLearning and PSEAH eLearning is mandatory for all A-based staff to complete within three years prior to deployment.
 - 33 out of 95 LES have completed both the CP eLearning and PSEAH eLearning. CP eLearning is mandatory for LES whose duties involve contact with children.

s 22(1)(a)(ii)

OFFICIAL: Sensitive

OFFICIAL: Sensitive
Meeting Brief: PRD TBC and HOM Des Islamabad
Date: 10 September 2025 Location: TEAMS

Key issues

s 22(1)(a)(ii)

- DFAT's Child Protection (CP) and Protection from Sexual Exploitation, Abuse and Harassment (PSEAH) Policies have been updated and launched on 29th August 2025
 - the policies apply to all DFAT businesses in Australia and overseas
 - encourage all staff to familiarise themselves with the updated policies and the Interim Guidance available through the DFAT intranet and website.
- s 33(a)(iii)
- Encourage all staff to complete the eLearnings if they haven't recently done so. The eLearnings are critical to help staff understand their rights, responsibilities and obligations under the CP and PSEAH policies.
 - 10 out of 11 A-based staff have completed both the CP and PSEAH eLearnings. The CP and PSEAH eLearnings are mandatory for all A-based staff to complete within three years prior to deployment.
 - Two out of 24 LES have completed both the CP and PSEAH eLearnings. CP eLearning is mandatory for LES whose duties involve contact with children.

OFFICIAL: Sensitive

Meeting Brief: PRD SES and HOM-Designate Solomon Islands

Date: 11.30am-12.30pm, 31 October 2025 Location: FAS PRD Office

s 22(1)(a)
(ii)

OFFICIAL: Sensitive

OFFICIAL: Sensitive

Meeting Brief: PRD SES and HOM-Designate Solomon Islands

Date: 11.30am-12.30pm, 31 October 2025 Location: FAS PRD Office

s 22(1)(a)(ii)

Safeguards

- DFAT's Child Protection (CP) and Protection from Sexual Exploitation, Abuse and Harassment (PSEAH) Policies have been updated, effective 1 September 2025

OFFICIAL: Sensitive

OFFICIAL: Sensitive

Meeting Brief: PRD SES and HOM-Designate Solomon Islands

Date: 11.30am-12.30pm, 31 October 2025 Location: FAS PRD Office

- the policies apply to all DFAT businesses in Australia and overseas, including implementing partners, contractors, or suppliers
- Your leadership is critical in reinforcing DFAT's commitment to child protection and PSEAH, and embedding safeguards into organisational culture at Post
 - encourage all staff to familiarise themselves with the updated policies and the Interim Guidance available through the DFAT intranet and website
- s 33(a)(iii), s 47E(d)

- 42 out of 44 A-based staff have completed both the CP and PSEAH eLearnings. They are mandatory for all A-based staff to complete within three years prior to deployment.
 - 31 out of 56 LES have completed both the CP and PSEAH eLearnings. CP eLearning is mandatory for LES whose duties involve contact with children.

s 22(1)(a)
(ii)

OFFICIAL: Sensitive

Meeting Brief: AS ADB, AS RAB and HOM-Designate Colombo

Date: 9 July 2025 Location: AS ADB Office

Key issues

s 22(1)(a)(ii)

- Encourage all staff (including LES) to **undertake CP and PSEAH eLearnings**.

s 22(1)(a)(ii)

s 22(1)(a)(ii)

OFFICIAL: Sensitive

OFFICIAL: Sensitive

Meeting Brief: AS ADB, AS RAB and HOM-Designate Colombo

Date: 9 July 2025 Location: AS ADB Office

s 22(1)(a)(ii)

Safeguards

- s 33(a)(iii), s 47E(d)

- The CP and PSEAH eLearnings are mandatory for A-based staff. HOM should also encourage all LES to complete the CP and PSEAH eLearnings.
 - 10 out of 12 A-based staff have completed both the CP and PSEAH eLearnings.
 - **None of DFAT's 24 LES have completed both the CP and PSEAH eLearnings since 2022.** CP eLearning is mandatory for staff whose duties involve contact with children.
 - The eLearnings are critical to help staff understand their rights, responsibilities and obligations under the policies.

s 22(1)(a)(ii)

OFFICIAL: Sensitive

[REDACTED]
[REDACTED]
Meeting Brief: HOM Apia and FAS PRD, AS ADB & DVB
Date: 3pm, 25 September 2025 Location: FAS PRD's office

s 22(1)(a)
(ii)

[REDACTED]

Meeting Brief: HOM Apia and FAS PRD, AS ADB & DVB
Date: 3pm, 25 September 2025 Location: FAS PRD's office

s 22(1)(a)(ii)

Safeguards

- DFAT's Child Protection (CP) and Protection from Sexual Exploitation, Abuse and Harassment (PSEAH) Policies have been updated and launched on 29th August 2025
 - the policies apply to all DFAT activities in Australia and overseas
 - encourage all staff to familiarise themselves with the updated policies and the Interim Guidance [available through the DFAT intranet and website].
- s 33(a)(iii), s 47E(d)

- Encourage all staff to complete the eLearnings if they haven't recently done so.
 - Nine out of 10 A-based staff have completed both the CP and PSEAH eLearnings. The CP and PSEAH eLearnings are mandatory for all A-based staff.
 - Two out of 16 LES have completed both the CP and PSEAH eLearnings. CP eLearning is mandatory for LES whose duties involve contact with children.

s 22(1)(a)(ii)

OFFICIAL: Sensitive

Meeting Brief: FAS PRD; AS DVB; AS ADB; AS RAB and DHOM Des, Port Moresby (Lochrin)

Date: 25 February 2025, Location: PRD FAS Office

Key issues

s 22(1)(a)(ii)

- s 33(a)(iii) Encourage ongoing monitoring training and management.

OFFICIAL: Sensitive

Meeting Brief: FAS PRD; AS DVB; AS ADB; AS RAB and DHOM Des, Port Moresby (Lochrin)

Date: 25 February 2025, Location: PRD FAS Office

s 22(1)(a)(ii)

OFFICIAL: Sensitive

Meeting Brief: FAS PRD; AS DVB; AS ADB; AS RAB and DHOM Des, Port Moresby (Lochrin)

Date: 25 February 2025, Location: PRD FAS Office

s 22(1)(a)(ii)

Safeguards

- s 33(a)(iii), s 47E(d)
 - to be expected given PNG is DFAT's largest development program and there are significant investments in education, health, infrastructure and gender equality.
 - s 33(a)(iii), s 47E(d)
 - HMS provides PNG management with a monthly report on safeguards, the *PNG Incident Notification Dashboard* is attached for reference.

Engagement

- s 22(1)(a)(ii)
- RAB/DRM provides ongoing risk management support—Post is forward leaning/well engaged.

Recent engagement

PRD team	Date	Purpose
DRM	Jul 2024	Intensive program of training, investment risk advice (BTO report available)
HMS	Oct 2024	Safeguards (CP/PSEAH) training and outreach (BTO available)

OFFICIAL: Sensitive

Meeting Brief: FAS PRD; AS DVB; AS ADB; AS RAB and DHOM Des, Port Moresby (Lochrin)

Date: 25 February 2025, Location: PRD FAS Office

s 22(1) (a)(ii)		

OFFICIAL: Sensitive

Meeting Brief: A/g FAS ADB and DHOM Des, Bangkok

Date: 27 May 2025 Location: FAS office 2.054

s 22(1)(a)
(ii)

OFFICIAL: Sensitive

Meeting Brief: A/g FAS ADB and DHOM Des, Bangkok

Date: 27 May 2025 Location: FAS office 2.054

s 22(1)(a)(ii)

Safeguards

- s 33(a)(iii), s 47E(d)

- In September 2024, **HMS delivered Child and Adult Safeguards training to 33 staff at the regional LES block training.**
- The CP and PSEAH e-learning is mandatory for A-based; **LES should be encouraged to complete CP and PSEAH e-learning** if they have not recently done so.
 - Since 2022, 32 out of 36 A-based staff have completed both the CP eLearning and PSEAH eLearning.
 - 10 out of 75 LES have completed both the CP eLearning and PSEAH eLearning - CP eLearning is mandatory for LES whose duties involve contact with children.
- s 22(1)(a)(ii)

OFFICIAL: Sensitive

Meeting Brief: TBC HOM Des, Dhaka

Date: 28 November 2024, Location: TBC

Key issues

- s 33(a)(iii), s 47E(d)
 - Ensure all A-based staff and staff engaging with children/children focused programs have receive appropriate training.
- s 22(1)(a)(ii)

OFFICIAL: Sensitive

Meeting Brief: TBC HOM Des, Dhaka

Date: 28 November 2024, Location: TBC

Safeguards

- s 33(a)(iii), s 47E(d)

s 22(1)(a)(ii)

OFFICIAL: Sensitive

OFFICIAL: Sensitive

Meeting Brief: Mid-term engagement AS ADB (Bishop), A/g AS DVB (s 22(1)(a)(ii)) & DHOM Manila (s 22(1)(a)(ii))

Date: 13 December 2024, Location: 255 London Circuit 2.038

s 22(1)(a)
(ii)

OFFICIAL: Sensitive

OFFICIAL: Sensitive

Meeting Brief: Mid-term engagement AS ADB (Bishop), A/g AS DVB (s 22(1)(a)(ii) & DHOM Manila (s 22(1)(a)(ii))

Date: 13 December 2024, Location: 255 London Circuit 2.038

s 22(1)(a)(ii)

Safeguards

- s 33(a)(iii), s 47E(d)

- DHOM should **encourage all staff to complete the mandatory and eLearning's** if they have not recently done so. The eLearnings are critical to help staff understand their rights, responsibilities and obligations under the CP Policy and PSEAH Policy.
 - The **CP eLearning and PSEAH eLearning is mandatory for all A-based staff** to complete within three years prior to deployment. **Since 2022, 26 out of 30 A-based staff have completed both the CP eLearning and PSEAH eLearning.**
 - **CP eLearning is mandatory for LES whose duties involve contact with children.**
 - 26 out of 92 LES have completed both the CP eLearning and PSEAH eLearning.

Engagement

- s 22(1)(a)(ii)

Recent engagement — teams/training on the ground.

Mission	Date	Purpose
CP/PSEAH training		
s 22(1)		

s 22(1)(a)(ii)

OFFICIAL: Sensitive

Meeting Brief: FAS PRD; AS DVB; a/g AS ADB/ Hom Designate Tuvalu (s 22(1)(a)(ii))

Date: 23 January 2024, Location: London Circuit 2.054

Key issues

- s 22(1)(a)(ii)

- s 33(a)(iii)

s 22(1)(a)(ii)

OFFICIAL: Sensitive

OFFICIAL: Sensitive

Meeting Brief: FAS PRD; AS DVB; a/g AS ADB/ Hom Designate Tuvalu (s 22(1)(a)(ii))

Date: 23 January 2024, Location: London Circuit 2.054

s 22(1)(a)(ii)

- **In 2025, refreshed PSEAH and Child Protection policies will be released**, and we encourage post to engage HMS if there are any questions as a result.
 - All A-based staff have completed both the CP eLearning and PSEAH eLearning.
 - 2 out of 4 LES have completed both the CP eLearning and PSEAH eLearning. CP eLearning is mandatory for LES whose duties involve contact with children.

s 22(1)(a)(ii)

OFFICIAL: Sensitive

OFFICIAL: Sensitive

Meeting Brief: a/FAS PRD; AS DVB; a/AS RAB and HOM Des, Jakarta

Date: 20 November 2024, Location: FAS Office Level 2, 255 London Circuit, Canberra ACT.

s 22(1)(a)
(ii)

OFFICIAL: Sensitive

OFFICIAL: Sensitive

Meeting Brief: a/FAS PRD; AS DVB; a/AS RAB and HOM Des, Jakarta

Date: 20 November 2024, Location: FAS Office Level 2, 255 London Circuit, Canberra ACT.

s 22(1)(a)(ii)

Safeguards

- s 33(a)(iii), s 47E(d)

- s 22(1)(a)(ii)

s 22(1)(a)(ii)

OFFICIAL: Sensitive

OFFICIAL: Sensitive

Meeting Brief: AS DVB and HOM Designate (s 22(1)(a)(ii))

Date: Wednesday 13 November 2024, Location: AS DVB Office Level 2, 255 London Circuit.

s 22(1)(a)
(ii)

OFFICIAL: Sensitive

OFFICIAL: Sensitive

Meeting Brief: AS DVB and HOM Designate (s 22(1)(a)(ii))

Date: Wednesday 13 November 2024, Location: AS DVB Office Level 2, 255 London Circuit.

s 22(1)(a)(ii)

Safeguards

- s 33(a)(iii), s 47E(d)

- All current A-based staff have completed both CP eLearning and PSEAH eLearning.
- Only 1 LES has completed the CP eLearning and the PSEAH eLearning. CP eLearning is mandatory for any staff who have contact with children.
- HOM should encourage LES to complete the eLearnings. The eLearnings are critical to help staff understand their rights, responsibilities and obligations under the CP Policy and PSEAH Policy.

s 22(1)(a)(ii)

OFFICIAL: Sensitive

OFFICIAL - Sensitive

Meeting Brief: FAS PRD and HOM Designate Tonga

Date: Tuesday 30 April Location: FAS Office Level 2, 255 London Circuit, Canberra ACT.

s 22(1)(a)(ii)

Key Issues

- s 22(1)(a)(ii)

- s 22(1)(a)(ii)
 - RAB has noticed potential concerns:
 - s 22(1)(a)(ii)

 - Three of the 9 A-based staff have not completed the child protection and PSEAH eLearnings in the last three years, while two have only completed the child protection eLearnings.
 - s 22(1)(a)(ii)

OFFICIAL - Sensitive

OFFICIAL - Sensitive

s 22(1)(a)(ii)

Human and Environmental Safeguards

- s 33(a)(iii)
 - s 22(1)(a)(ii)

- HOM plays a key role in **promoting a safe and inclusive workplace for all**.
 - Be alert to CP, SEAH and other social and environmental risks at Post and in program delivery.
 - 3 out of the 9 A-based staff have not completed the CP and PSEAH eLearnings in the last three years, while 2 have only completed the CP eLearnings.
 - Most LES in program teams have completed the CP and PSEAH eLearnings recently, however LES in corporate roles should also be encouraged to complete the eLearnings.

DVB

OFFICIAL - Sensitive

Meeting Brief: AS ADB – Kirsten Bishop and HOM Designate Pohnpei – s 22(1)(a)(ii) .

Date: 27 February 2024 Location: 2.038 255 London Circuit, Canberra ACT.

s 22(1)(a)(ii)

- s 33(a)(iii), s 47E(d)

- HOM plays a key role in **promoting a safe and inclusive workplace for all.**
 - Be alert to CP, PSEAH and other social and environmental risks at Post and in program delivery.
 - The CP and PSEAH eLearnings are mandatory for A-based, however LES should be encouraged to complete the eLearnings if they have not recently done so.

s 22(1)(a)(ii)

Meeting Brief: FAS PRD and HOM Mid-term

Date: 5 March 2024, Location: FAS Office Level 2, 255 London Circuit, Canberra ACT.

s 22(1)(a)(ii)

s 22(1)(a)(ii)

Safeguards

- s 33(a)(iii), s 47E(d)

- HOM plays a key role in **promoting a safe and inclusive workplace for all.**
 - Be alert to CP, SEAH and other social and environmental risks at Post and in program delivery.
 - Most LES in program teams have completed the CP and PSEAH eLearnings recently, however LES in corporate roles should also be encouraged to complete the eLearnings.
 - Unfortunately HMS had to delay our Safeguards Outreach to Tarawa, which was originally planned for February. **We are in touch with post and now hope to send a team in May.**

s 22(1)(a)(ii)

Meeting Brief: FAS PRD and HOM Designate Port Vila (Willis)

Date: 19 August 2024, Location: FAS Office Level 2, 255 London Circuit, Canberra ACT.

Key issues

s 22(1)(a)(ii)

- Need to ensure all staff are up to date with mandatory eLearning (currently only 15 out of 25 A-based have completed mandatory child protection and PSEAH training)
 - Also encourage LES to complete (not mandatory)

s 22(1)(a)(ii)

Safeguards

- s 33(a)(iii), s 47E(d)
- DFAT staff (A-based and LE) completion of the CP eLearning and PSEAH eLearning is **low**.
 - 15 out of 25 A-based staff have completed both (mandatory) eLearnings.
 - 9 LES have completed the CP eLearning and 13 have completed the PSEAH eLearning since 2020 (not mandatory).





Australian Government

Department of Foreign Affairs and Trade

Audit and Risk Committee Meeting

Meeting Date: 22 November 2023

Agenda Item 11 – Joint update from Development Policy Division (DPD) and Development Effectiveness and Enabling Division (PRD).

s 22(1)(a)(ii)

Prepared by: s 22(1)(a)(ii) s 22(1)(a)(ii)

Cleared by: Darren Sharp A / FAS PRD

Date cleared: 9 November 2023

Consultation: EXD



Australian Government

Department of Foreign Affairs and Trade

s 22(1)(a)(ii)

Development Program Performance and Operations

13. s 22(1)(a)(ii)

Child Protection (CP) notifications experienced a slight dip but the overall trend since 2021 has been stable. Sexual Exploitation, Abuse and Harassment (SEAH) notifications have continued an upwards trend since 2021, reflecting increased awareness and reporting. s 22(1)(a)(ii)

Prepared by: s 22(1)(a)(ii) s 22(1)(a)(ii)

Cleared by: Darren Sharp A / FAS PRD

Date cleared: 9 November 2023

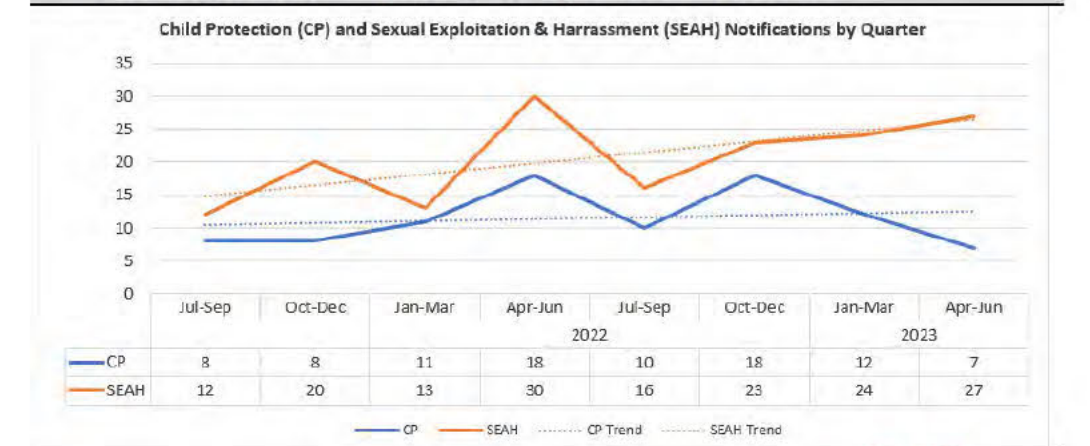
Consultation: EXD

DEVELOPMENT PROGRAM OPERATIONS DASHBOARD – AUGUST 2023 [Official]

s 22(1)(a)(ii)

s 22(1)(a)(ii)

Fig12 Total Child Protection and Sexual Exploitation, Abuse and Harassment (SEAH) notifications for 2022-23 increased from 2021-22. The total notifications received in Q2 align with overall quarterly average for 2021-22 to 2022-23.





Australian Government
 Department of Foreign Affairs and Trade

COMMITTEE: DEVELOPMENT PROGRAM COMMITTEE (DPC)

DATE: 21 August 2025

AGENDA ITEM 2.3: DEVELOPMENT OPERATIONS UPDATE (SIX-MONTHLY) INCLUDING RISK AND SAFEGUARDS UPDATE

PURPOSE: To present the DPC with a six-monthly update on development program health, risks and safeguards.

s 22(1)(a)(ii)

Prepared by: **OFFICIAL**
 s 22(1)(a)

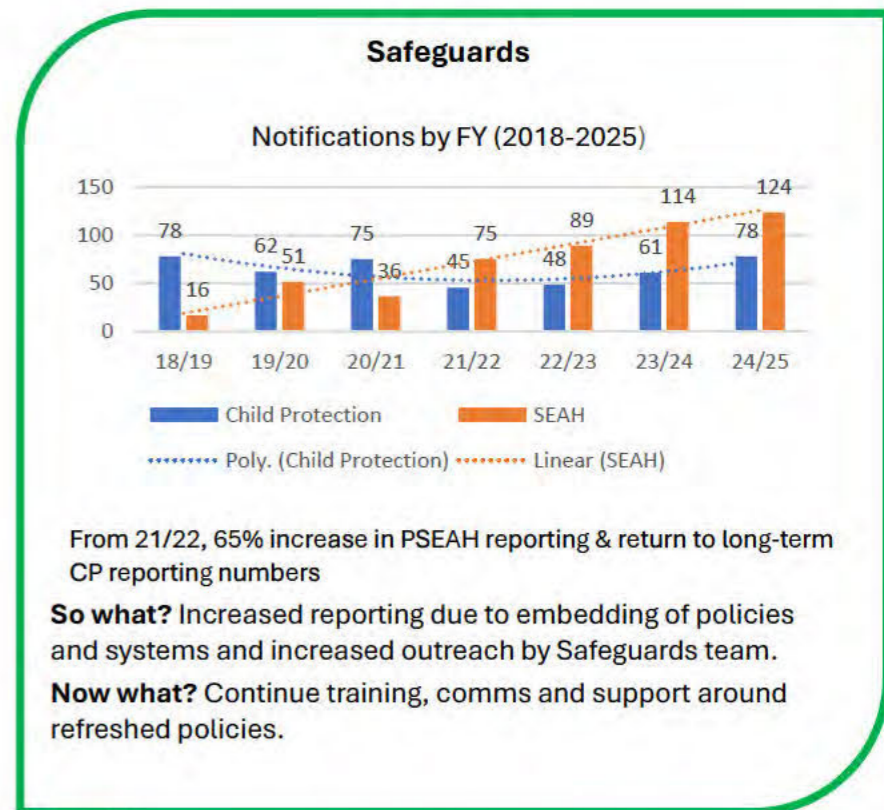
Endorsed by:
 Matthew Harding

Date endorsed:
 8 August 2025

File no:

Development Operations Dashboard – August 2025

s 22(1)(a)(ii)



s 22(1)(a)(ii)

OFFICIAL

OFFICIAL

Attachment B

Development Risk Management and Safeguards 6-Monthly Update – August 2025

s 22(1)(a)(ii)

OFFICIAL

OFFICIAL

s 22(1)(a)(ii)

Human and Environmental Safeguards***Updated Child Protection (CP) and Protection from Sexual Exploitation, Abuse and Harassment (PSEAH) policies***

- . The CP and PSEAH policies have been updated following extensive internal and external consultation.
 - Key changes to the policies include strengthened alignment with the Commonwealth Child Safe Framework and inclusion of the new Respect@Work legislation, DFAT's Unacceptable Workplace Behaviour Policy and the multi-donor endorsed CAPSEAH (Common Approach to PSEAH).
 - The title of DFAT's current PSEAH policy has changed to 'Protection from Sexual Exploitation, Abuse and Harassment' to more accurately reflect DFAT's prevention and response requirements.
 - The new policies will be accompanied by guidance for staff and partners to support their implementation.

OFFICIAL

OFFICIAL

OFFICIAL

Notifications

- . PRD is currently (as of 31 July 2025) managing 71 notifications (27 CP and 44 PSEAH).
 - In FY2024-25 the Department received 202 notifications (124 SEAH notifications, 78 CP notifications) This is a 15 per cent increase on FY2023-24 (114 SEAH notifications and 61 CP).
- . Notifications continue to increase, reflecting a maturation of the department's approach to safeguards, particularly in the development program.

Training

- . PRD continues to prioritise uplifting safeguards capability across DFAT's business, with an increasing number of staff receiving training in Canberra and at post. In FY24-25:
 - 771 and 766 staff respectively completed the Child Protection and PSEAH e-learning.
 - s 22(1)(a)(ii)

OFFICIAL

OFFICIAL

OFFICIAL

s 22(1)(a)(ii)

- . The upcoming release of the PSEAH and Child Protection policies, provides an opportunity for increased advocacy across the department to strengthen approaches to safeguarding individuals and communities in the conduct of DFAT's and its partners' work.

OFFICIAL

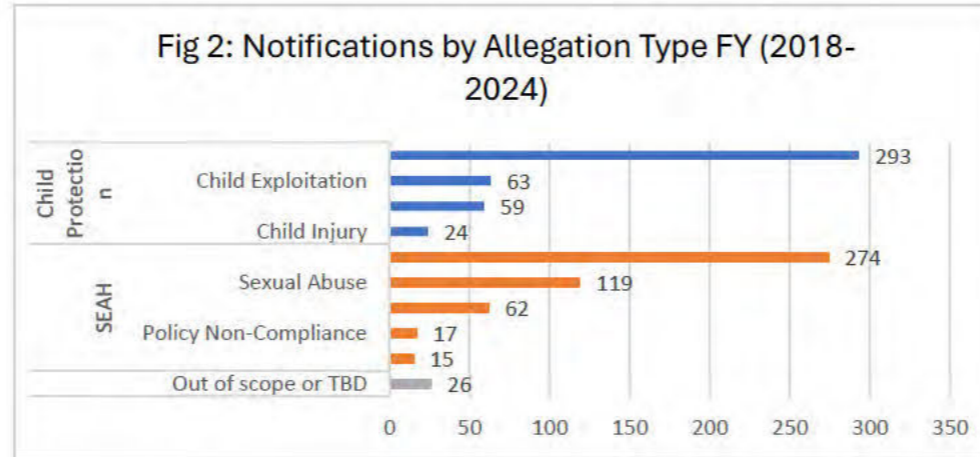
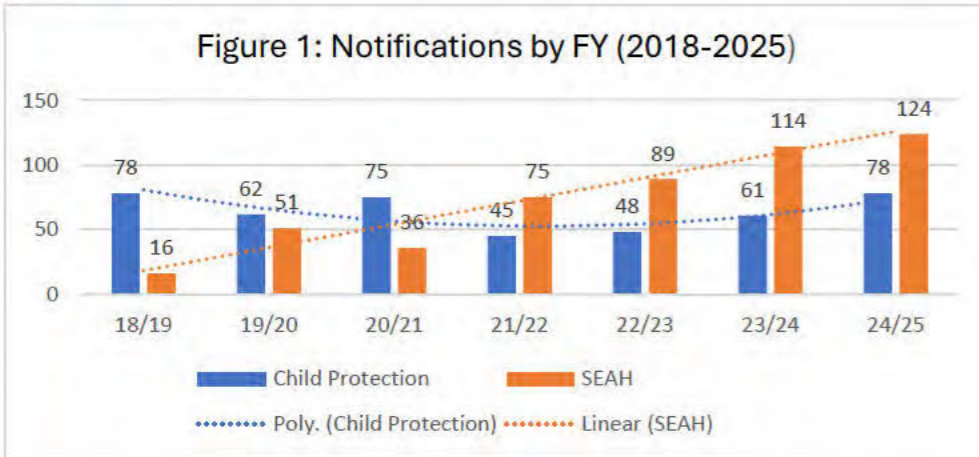
AidWorks Investment Risk Management Analysis - All Programs and Top 5 Country/Regional Programs - July 2025 - Attachment B1

s 22(1)(a)(ii)

Notifications Trends

Consistent with previous reporting, there continues to be an increase in child protection notifications for FY 24/25. The drivers for this change could in part be attributed to an increase in HMS outreach with staff and partners, and Head of Mission and Deputy Head of Mission briefings that underlines the importance of safeguarding reporting. Child abuse remains the most common allegation type. It covers physical, emotional and sexual abuse, neglect, ill-treatment and witnessing these harms. Sexual harassment continues to be the most reported form of SEAH. While sexual harassment could be more prevalent, HMS has found that it is better understood by staff and partners than sexual exploitation and abuse. Generally, the countries with the highest notifications are both developing countries and have large development programs. Developing countries have higher risk environments, including higher rates of gender-based violence which is a significant cause of SEAH. DFAT's development programs operate in high-risk sectors, including infrastructure.

s 33(a)(iii)



s 33(a)(iii)

s 22(1)(a)(ii)

HMS at a glance

FY24-25



Protection from Sexual Exploitation, Abuse and Harassment (PSEAH) and Child Protection Policies to be released **date**.



We received a total 202 notifications in FY24-25. Of these, 78 notifications were under the Child Protection policy and 124 notifications were under the PSEAH policy. This is an increase of 15% when compared to FY23-24.



In FY24-25 HMS conducted overseas outreach to 6 Posts, providing *Child and Adult Safeguards Training* to 149 A-based and 253 LES staff. 213 overseas partners received briefings from HMS.



In FY24-25, 771 and 766 staff respectively completed the mandatory Child Protection and PSEAH e-learning, compared to 725 and 699 in FY23-24.

188 staff completed the *Child and Adult Safeguards Training* in Canberra or virtually compared to 142 for FY23-24.

110 staff completed the Environmental and Social Safeguards training compared to 69 for FY23-24



s 22(1)(a)(ii)

OFFICIAL - SENSITIVE

Australian Government

Department of Foreign Affairs and Trade

COMMITTEE: DEVELOPMENT PROGRAM COMMITTEE**DATE:** 20 March 2025**AGENDA ITEM:** SIX-MONTHLY UPDATE: DEVELOPMENT RISK MANAGEMENT AND SAFEGUARDS

PURPOSE: To provide an update on the latest development risk management analysis with a particular focus on cross-regional and global programs; and management of human and environmental safeguards risks.

s 22(1)(a)(ii)

OFFICIAL: Sensitive
Prepared by: s 22(1)(a)(ii), DIR DRM and
s 22(1)(a) DR HMS

Endorsed by:
Natalie Cohen, FAS PRD

Date endorsed:
06 March 2025

File no:
s 22(1)(a)

OFFICIAL - SENSITIVE



Australian Government
Department of Foreign Affairs and Trade

s 22(1)(a)(ii)

~~OFFICIAL - Sensitive~~
Prepared by: s 22(1)(a)(ii), DIR DRM and s 22(1)(a) DR HMS

Endorsed by:
Natalie Cohen, FAS PRD

Date endorsed:
06 March 2025

File no:
s 22(1)(a)



Australian Government

Department of Foreign Affairs and Trade

- In 2024 (1 January 2024 – 31 December 2024) the Department received:
 - 124 SEAH notifications and
 - 71 Child Protection notifications (see Attachment 1b).
- This is a 28 per cent increase on 2023 (106 SEAH notifications and 46 child protection notifications).
- Previous advice to DPC in September 2024 noted a longer-term downward trend in child protection notifications. However, there was a marked increase in child protection notifications in late 2024.
 - Precise drivers for this recent change could be attributed to HMS outreach with staff and partners to build safeguarding capacity, which particularly emphasises the importance of reporting.
- PRD continues to provide training and briefing to support safeguarding capability.
 - In 2024, e-learning was delivered across the three policies, with 714, 726 and 95 staff across the Child Protection, PSEAH and ESS trainings respectively. In the same period, 306 staff participated in Child and Adult Safeguards training in Canberra and at post.
- PRD is continuing to update its Child Protection and PSEAH policies and expects them to be finalised by mid-2025.
- The September 2024 internal Audit pointed to a need to enhance the Department's understanding of and compliance with safeguarding principles.
 - In February 2025, the Chief Operating Officer agreed to incorporate safeguards into the Essentials Suite (annual mandatory training) to raise awareness of safeguards risks across DFAT.
 - PRD has recently conducted a spot-check of 67 arrangements across DFAT, including corporate, foreign affairs, development and humanitarian, at post and in Canberra. This particularly focused on areas identified as high-risk in the 2024 Audit.
 - Early findings of this spot check suggest that there is a variance in the maturity of the understanding and implementation of safeguarding policies across departmental business, with development and humanitarian sectors generally more compliant with mandatory clauses, risk assessment and due diligence.
- PRD represented Australia's interests in international engagement in safeguarding, including at the *OCED Development Assistance Committee (DAC) Reference Group on Ending Sexual Exploitation, Abuse and Harassment* in October 2024.
 - This meeting underlined the challenges of insufficient resourcing, weak global data and evidence, inadequate leadership and justice for victim-survivors.

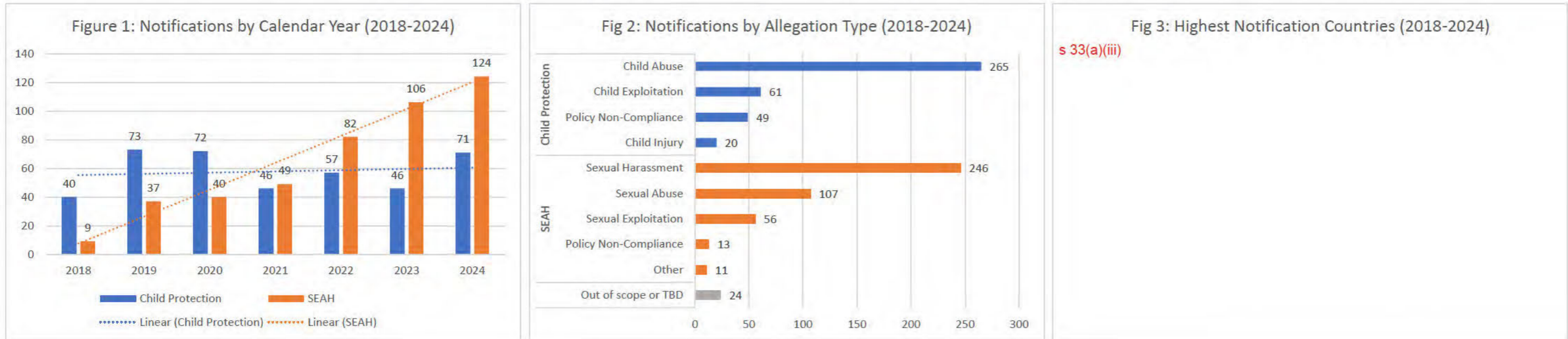
Recommendations

That the Development Program Committee:

- Note:
 - The results of the latest development investment risk management analysis and work to manage human and environmental safeguards risks.
 - Changes to the development risk appetite statement and tolerance levels will be presented at the September 2025 meeting.

OFFICIAL: Sensitive

Human and Environmental Safeguards Incident Notification and Training Analysis – March 2025: Attachment 1b



Incident Notifications – 2024

Figure 1: The previous update to the DPC in September 2024 noted a downward trend in child protection notifications since 2019. However, there was a marked increase in child protection notifications in 2024. The drivers for this change could in part be attributed to an increase in HMS outreach with staff and partners in 2023 and 2024 to build safeguarding capacity.

HMS outreach and other engagement (such as Head of Mission and Deputy Head of Mission briefings) underline the importance of safeguards reporting. As a result, staff and partners’ understanding of reporting appears to be shifting from a negative perception of notifications to a more mature understanding that notifications indicate a strong safeguarding system.

Figure 2: For child protection notifications, child abuse remains the most common allegation type. It covers physical, emotional and sexual abuse, neglect, ill-treatment and witnessing these harms. Sexual harassment continues to be the most reported form of SEAH. While sexual harassment could be more prevalent, HMS has found that it is better understood by staff and partners than sexual exploitation and abuse.

Figure 3: Generally the countries with the highest notifications are both developing countries and have large development programs. Developing countries have higher risk environments, including higher rates of gender-based violence which is a significant cause of SEAH. DFAT’s development programs operate in high-risk sectors, including infrastructure.

Several countries have similar characteristics as high reporting countries but comparatively low numbers of notifications. PRD raises this comparison in consultations with senior executives going on posting or undertaking mid-term consultations.

Training Data – 2024

The Child Protection and PSEAH eLearnings provide staff with a foundation level understanding of the policies. The eLearnings are mandatory for all DFAT pre-postees.

- 715 staff completed the Child Protection eLearning
- 726 staff completed the PSEAH eLearning

The Environmental and Social Safeguards eLearning was completed by 95 attendees. This eLearning is not mandatory for pre-postees.

The Child and Adult Safeguards (CAS) training for staff is set at a practitioner level. The CAS training is mandatory for pre-postees working on a development program or filling a position that works with children. The CAS training is also delivered at PRD Block Trainings and HMS safeguards programs at post.

- 306 staff completed the CAS training, including:
 - 125 LES at PRD Block Trainings (Canberra February 2024, Suva May 2024, Bangkok September 2024 and Canberra October 2024).

AidWorks Investment Risk Management Analysis - All Programs and Cross Regional and Global Programs - January 2025 - Attachment 1a

s 22(1)(a)(ii)

Additional Estimates: 15 February 2024

Risk Management: Safeguards (Child Protection, PSEAH and Environmental and Social Safeguards) and Prevention of Terrorism Resourcing

Handling Note:

FAS PRD leads on department-wide safeguard policy matters – s 22(1)(a)(ii) Preventing Sexual Exploitation, Abuse and Harassment (PSEAH) and s 22(1)(a)(ii)

. Note: PSEAH Policy applies to all DFAT staff and business, s 22(1)(a)(ii)

Relevant FAS to answer questions on safeguards policy issues:

- CPO leads on s 22(1)(a)(ii) PSEAH matters involving DFAT staff, including MWAH Review s 22(1)(a)(ii)

Strategic Message

- s 22(1)(a)(ii)
- DFAT does not tolerate sexual exploitation, abuse or harassment or the exploitation, abuse or harm of children.
 - s 22(1)(a)(ii)
 - Australia is well regarded for our support for global efforts relating to PSEAH in development and humanitarian contexts.

Additional Estimates: 15 February 2024

s 22(1)(a)(ii)

SAFEGUARDS (s 22(1)(a)(ii) PSEAH, s 22(1)(a)(ii))
s 22(1)(a)(ii)

Additional Estimates: 15 February 2024

s 22(1)(a)(ii)

Preventing Sexual Exploitation, Abuse and Harassment (PSEAH)

What is DFAT doing to prevent sexual exploitation, abuse and harassment?

- DFAT's approach to PSEAH is outlined in our *PSEAH Policy*, released in April 2019, which:
 - sets out expectations and requirements for all DFAT staff and everyone, both here and overseas, who delivers DFAT programs or provides a service to DFAT
 - is principles-based, focusing on zero tolerance of inaction, the importance of leadership, addressing gender inequality, adopting a victim-survivor-centred approach, sharing responsibility, and enhancing transparency and accountability.
- The Policy builds on our strong track record in safeguarding. DFAT staff are expected to comply with the principles, obligations and reporting requirements in other relevant policies such as the *DFAT Conduct and Ethics Manual*, *One Government, One Approach*, *Zero Tolerance Statement* and *DFAT's Antibullying, Harassment and Discrimination Policy*.
- DFAT published PSEAH data (internal and external) in the 2022–23 Annual Report.

How does DFAT engage on PSEAH internationally?

- We collaborate with like-minded countries on PSEAH, advocate in international forums and engage directly with the international organisations that we partner with – noting real change is only possible through collective responsibility including with the UN, international financial institutions and other donors.
- We participate in a cross-donor working group:
 - We agreed with member states and the UN legal office on strengthened PSEAH language for inclusion in new UN funding agreements.
 - We are collaborating on enhanced mechanisms for detecting perpetrators who move between development organisations.
- Australia supports global initiatives relating to PSEAH and works with our partners and other donors to drive continuous improvement. [*Refer to FAS GHD for SEA incidents by WHO in the DRC in 2018.*]
- Australia (MPD/HPD) supports the UN Office of the Victims' Rights Advocate (OVRA) (headed by Australian Jane Connors), committing AUD\$500,000 for 2023–2026.

Additional Estimates: 15 February 2024

- On 30 January 2023, DFAT published internal and external notifications data in the *Cross-Sector Progress Report on Safeguarding Against SEAH 2022–2023* on the UK Foreign, Commonwealth and Development Office website.

What PSEAH training does DFAT provide to staff?

- All DFAT staff must complete a PSEAH eLearning training module as part of their pre-post training.
- Staff working on the Development Program, or in a position that involves working with children, complete additional Child and Adult Safeguards training.

How many notifications has DFAT received under its PSEAH Policy?

- In 2022–23, DFAT received 107 notifications under its PSEAH Policy.
- For internal use only. A summary table of incident notifications is at **Attachment C**.

How does DFAT respond to notifications under its PSEAH Policy?

- DFAT treats all allegations seriously and responds promptly:
 - DFAT requires all suspected or alleged incidents of sexual exploitation, abuse and harassment related to the delivery of DFAT business to be reported to DFAT.
 - DFAT does not conduct investigations into incidents unless they relate to DFAT staff – we ensure our partners respond to (and investigate where required) incidents in line with our PSEAH Policy and expectations.

Independent review of sexual exploitation, abuse and harassment in DFAT workplaces

- [Refer to CPO.]

s 22(1)(a)(ii)

Additional Estimates: 15 February 2024

s 22(1)(a)(ii)

Preventing Sexual Exploitation, Abuse and Harassment (PSEAH)

DFAT's PSEAH Policy was implemented in 2019 and reviewed in 2021 as part of the broader independent safeguard policy review. DFAT's PSEAH Policy applies to the delivery of all DFAT business, with DFAT partners required to appropriately manage risk.

In 2018, media on cases of sexual exploitation, abuse and harassment, particularly those related to Oxfam Great Britain and UN staff, sparked international concern and a call for action to increase accountability in aid programs. In response, Australia and 21 other donors made 22 commitments at the International Safeguarding Summit (October 2018) to strengthen accountability, improve support to victims/survivors and tackle impunity.

s 22(1)(a)(ii)

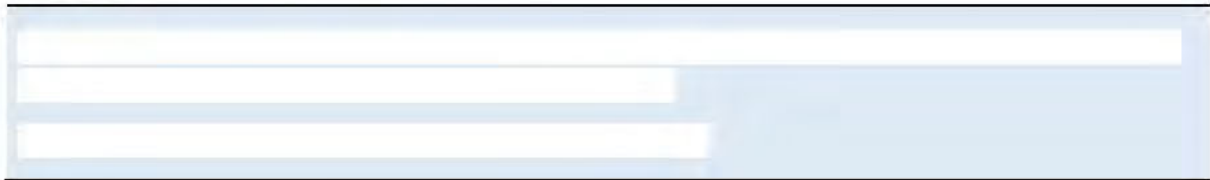
Additional Estimates: 15 February 2024

Australia monitors implementation of this Policy through formal WHO governing body meetings and regular engagement with senior WHO representatives, including quarterly briefings on PSEAH with WHO Director-General. Australia has been a strong advocate for action by WHO in this area, including leading a statement on behalf of 62 member states at the May 2023 World Health Assembly. Australia joined a 50-country joint statement on PSEAH, led by France, at the WHO Executive Board Meeting in Geneva 22-27 January 2024.

s 22(1)(a)(ii)

Additional Estimates: 15 February 2024

s 22(1)(a)(ii)



Recent Media Reporting

PSEAH

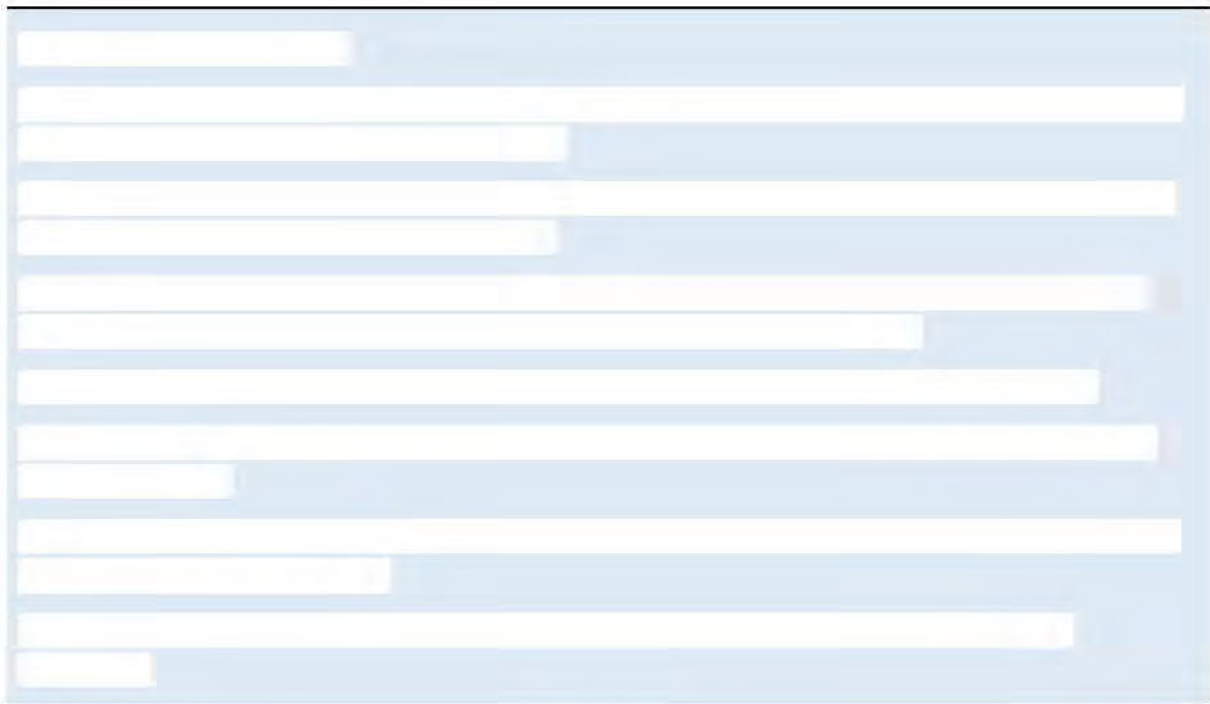
04/12/23 [World Bank accused of 'turning blind eye' to sexual abuse in Kenyan schools it funded – The Guardian](#)

17/10/23 [Whistleblower: The World Bank Helped Cover Up Child Sex Abuse at a Chain of For-Profit Schools It Funded | The Intercept](#)

13/09/21 [The United Nations' Own Humanitarian Crisis | The Cut](#)

Describes a number of sexual assault and misconduct cases involving World Food Programme (WFP), United Nations Development Program (UNDP) and the United Nations Population Fund (UNFPA) staff. Article describes key factors hampering the UN's ability to deliver outcomes for victims and survivors: flaws in the UN's internal justice system; unequal power relations amongst UN personnel; and use of diplomatic immunity by perpetrators for legal protection.

s 22(1)(a)(ii)



Additional Estimates: 15 February 2024

s 22(1)(a)(ii)

Division: DMG | PRD | Development Risk Implementation and Evaluation Branch

PDR No: s 22(1)(a)(ii)

Prepared by:

s 22(1)(a)

Mob: s 22(1)(a)(ii) Ext: s 22(1)(a)(ii)

Date: 1 February 2024

Cleared by Branch/Division Head:

Mob: s 22(1)(a)(ii) Ext: s 22(1)

Date: 7 February 2024

Consultation: CSD, GHD, HPD, ISD, MPD

Name: Type in Officer's name.

Date: Click or tap to enter consultation date.

Mob: Type mobile. Ext

Cleared by CFO / FAS CMD:

N/A

Date: Click or tap to enter CFO/FAS CMD clearance date.

Additional Estimates: 15 February 2024

Attachment C: PSEAH Policy Incident Notification Data (FOR INTERNAL USE ONLY)**Table 1: Summary of PSEAH Policy incident notifications received by calendar year**

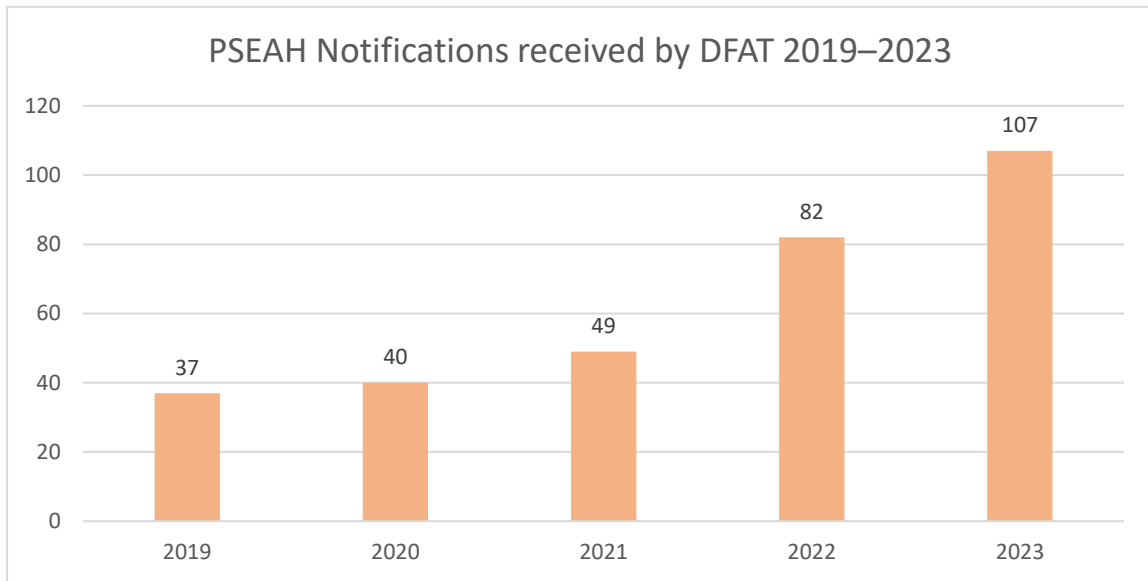
	2019	2020	2021	2022	2023
<i>Main allegation type</i>					
Sexual exploitation	5	6	10	9	9
Sexual abuse	13	19	19	21	20
Sexual harassment	18	14	16	42	67
Policy non-compliance ¹	1	0	2	4	2
Policy Other	0	1	2	6	9
<i>Relationship to Policy²</i>					
In-scope	23	28	29	57	81
Out-of-scope	11	11	19	20	15
Scope to be determined	3	1	1	5	11
<i>Case status</i>					
Open	0	0	1	1	26
Closed	37	40	48	81	81
<i>Referred to AFP / Law Enforcement</i>	5	4	11	11	10
Total notifications	37	40	49	82	107

Table 2: PSEAH Policy notification main allegation type by calendar year

Main Allegation Type	2019	2020	2021	2022	2023
Sexual Exploitation	14%	15%	20%	11%	8%
Sexual Abuse	35%	48%	39%	26%	19%
Sexual Harassment	49%	35%	33%	51%	63%
PSEAH Policy Non-Compliance	3%	0%	4%	5%	2%
PSEAH Policy Other	0%	3%	4%	7%	8%
Grand Total	100%	100%	100%	100%	100%

Additional Estimates: 15 February 2024

Table 3: PSEAH Policy notifications by calendar year



	2019	2020	2021	2022	2023
Total	37	40	49	82	107

** Data in Tables 1-3 above is current as of 15 January 2024*

s 22(1)(a)(ii)

If pressed about a particular s 22(1)(a)(ii) sexual exploitation, abuse and harassment case

- We do not comment publicly on specific s 22(1)(a)(ii) sexual exploitation, abuse and harassment cases (for privacy and legal reasons)
 - providing information may be detrimental to the wellbeing of those involved and could prejudice an investigation, or legal proceeding.

PREVENTING SEXUAL EXPLOITATION, ABUSE AND HARASSMENT (PSEAH)

What is DFAT doing to prevent sexual exploitation, abuse and harassment?

- DFAT's approach to PSEAH is outlined in our *PSEAH Policy*, released in April 2019, which:
 - sets out expectations and requirements for all DFAT staff and everyone, both here and overseas, who delivers DFAT programs or provides a service to DFAT
 - is principles-based, focusing on zero tolerance of inaction, the importance of leadership, addressing gender inequality, adopting a victim-survivor-centred approach, sharing responsibility, and enhancing transparency and accountability.
- The Policy builds on our strong track record in safeguarding. DFAT staff are expected to comply with the principles, obligations and reporting requirements in other relevant policies such as the *DFAT Conduct and Ethics Manual*, *One Government, One Approach*, *Zero Tolerance Statement* and *DFAT's Antibullying, Harassment and Discrimination Policy*.
- DFAT published PSEAH data (internal and external) in the 2022–23 Annual Report.

How does DFAT engage on PSEAH internationally?

- We collaborate with like-minded countries on PSEAH, advocate in international forums and engage directly with the international organisations that we partner with – noting real change is only possible through collective responsibility including with the UN, international financial institutions and other donors.
- We participate in a cross-donor working group:
 - we agreed with member states and the UN legal office on strengthened PSEAH language for inclusion in new UN funding agreements.
 - we are collaborating on enhanced mechanisms for detecting perpetrators who move between development organisations.
- Australia supports global initiatives relating to PSEAH and works with our partners and other donors to drive continuous improvement. [*Refer to FAS GHD for SEA incidents by WHO in the DRC in 2018.*]
- Australia (MPD/HPD) supports the UN Office of the Victims' Rights Advocate (OVRA) (headed by Najla Nassif Palma), committing AUD\$500,000 for 2023–2026.
- On 30 January 2024, DFAT published internal and external notifications data in the *Cross-Sector Progress Report on Safeguarding Against SEAH 2022–2023* on the UK Foreign, Commonwealth and Development Office website. Next report is expected to be published in early 2025.
- DFAT participated in OECD DAC reference group discussions in October 2024 on how to advance SEAH prevention and response efforts.
 - The meeting focused on opportunities and outstanding PSEAH challenges as detailed in the July 2024 *Report on the Implementation of the DAC Recommendation on Ending Sexual Exploitation, Abuse and Harassment in Development Co-operation and Humanitarian Assistance: Key Pillars of Prevention and Response (2019-2024)*.

What PSEAH training does DFAT provide to staff?

- All DFAT staff must complete a PSEAH eLearning training module as part of their pre-post training.
- Staff working on the Development Program, or in a position that involves working with children, complete additional Child and Adult Safeguards training.

How many notifications has DFAT received under its PSEAH Policy?

- In 2024, DFAT has received 100 notifications under its PSEAH Policy (as of 23 October). This is external cases only (not staff, and not children).
- DFAT's Annual Report states that, for the 2023-24 financial year, we received 113 external notifications from our partners, and 4 internal notifications, of alleged sexual exploitation, abuse and harassment of adults. [Annual Report to be published 25 October]

How does DFAT respond to notifications under its PSEAH Policy?

- DFAT treats all allegations seriously and responds promptly:
 - DFAT requires all suspected or alleged incidents of sexual exploitation, abuse and harassment related to the delivery of DFAT business to be reported to DFAT.
 - DFAT does not conduct investigations into incidents unless they relate to DFAT staff – we ensure our partners respond to (and investigate where required) incidents in line with our *PSEAH Policy* and expectations.

Supplementary Budget Estimates: 7 November 2024

Independent review of sexual exploitation, abuse and harassment in DFAT workplaces

· [Refer to CPO.]

s 22(1)(a)(ii)

s 22(1)(a)(ii)

s 22(1)(a)(ii)

Preventing Sexual Exploitation, Abuse and Harassment (PSEAH)

DFAT's PSEAH Policy was introduced in 2019 and reviewed in 2021 as part of the broader independent safeguard policy review. The policy is currently being updated and is expected to be released in early 2025.

DFAT's PSEAH Policy applies to the delivery of all DFAT business, with DFAT partners required to appropriately manage risk.

In 2018, media on cases of sexual exploitation, abuse and harassment, particularly those related to Oxfam Great Britain and UN staff, sparked international concern and a call for action to increase accountability in aid programs. In response, Australia and 21 other donors made 22 commitments at the International Safeguarding Summit (October 2018) to strengthen accountability, improve support to victims/survivors and tackle impunity.

s 22(1)(a)(ii)

s 22(1)(a)(ii)



Recent Media Reporting

PSEAH and Child Protection

27/07/2024 [UNFPA boss faces abuse of office, nepotism allegations | DiploBrief](#)

14/03/2024 [Investigation Finds World Bank Failed to Police Abuse at Kenyan Schools | The New York Times](#)

Supplementary Budget Estimates: 7 November 2024

04/12/2023 [World Bank accused of 'turning blind eye' to sexual abuse in Kenyan schools it funded | The Guardian](#)

17/10/2023 [Whistleblower: The World Bank Helped Cover Up Child Sex Abuse at a Chain of For-Profit Schools It Funded | The Intercept](#)

s 22(1)(a)(ii)

Division: DMG | PRD | RAB - Development Risk Implementation and Evaluation Branch

PDR No: s 22(1)(a)(ii)

Prepared by:
 s 22(1)(a)(ii), Dir/HMS; s 22(1)(a)(ii), Dir/DRM
 Mob: s 22(1)(a)(ii) Ext: s 22(1)(a)(ii)
 Date: 15 October 2024

Cleared by Branch/Division Head:
 s 22(1)(a)(ii)
 Mob: s 22(1)(a)(ii) Ext: s 22(1)(a)(ii)
 Date:

Consultation: CSD, GHD, HPD, ISD, MPD
 Name: Type in Officer's name.

Date: Click or tap to enter consultation date.

Mob: Type mobile. Ext: Type extension.

Cleared by CFO / FAS CMD:
 N/A

Date: Click or tap to enter CFO/FAS CMD clearance date.

Risk Management and Safeguards

Handling Note:

FAS PRD leads on department-wide safeguard policy matters – s 22(1)(a)(ii) Preventing Sexual Exploitation, Abuse and Harassment (PSEAH) and s 22(1)(a)(ii)

. Note: PSEAH Policy applies to all DFAT staff and business, Cs 22(1)(a)(ii)

Relevant FAS to answer questions on safeguards policy issues:

- CPO leads on s 22(1) PSEAH matters involving DFAT staff, including MWAH Review s 22(1)(a)(ii)

Strategic Message

s 22(1)(a)(ii)

- Australia is well regarded for our support for global efforts relating to PSEAH in development and humanitarian contexts.

s 22(1)(a)(ii)

If pressed about a particular s 22(1)(a)(ii) sexual exploitation, abuse and harassment case

- We do not comment publicly on specific s 22(1)(a)(ii) sexual exploitation, abuse and harassment cases (for privacy and legal reasons)
 - providing information may be detrimental to the wellbeing of those involved and could prejudice an investigation, or legal proceeding.

PREVENTING SEXUAL EXPLOITATION, ABUSE AND HARASSMENT (PSEAH)**What is DFAT doing to prevent sexual exploitation, abuse and harassment?**

- DFAT's approach to PSEAH is outlined in our *PSEAH Policy*, released in April 2019, which:
 - sets out expectations and requirements for all DFAT staff and everyone, both here and overseas, who delivers DFAT programs or provides a service to DFAT
 - is principles-based, focusing on zero tolerance of inaction, the importance of leadership, addressing gender inequality, adopting a victim-survivor-centred approach, sharing responsibility, and enhancing transparency and accountability.
- The Policy builds on our strong track record in safeguarding. DFAT staff are expected to comply with the principles, obligations and reporting requirements in other relevant policies on conduct and ethics, and anti-harassment.
- DFAT is currently updating its *PSEAH Policy* and expect this to be finalised by mid-2025.

How does DFAT engage on PSEAH internationally?

- We advocate in international forums and engage directly with the international organisations that we partner with including the UN, IFIs and other donors.
- We participate in a cross-donor working group:
 - we agreed with member states and the UN legal office on strengthened PSEAH language for inclusion in new UN funding agreements.
 - we are collaborating on enhanced mechanisms for detecting perpetrators who move between development organisations.
- Australia supports global initiatives relating to PSEAH and works with our partners and other donors to drive continuous improvement. [*Refer to FAS GHD for SEA incidents by WHO in the DRC in 2018.*]
- Australia (MPD/HPD) supports the UN Office of the Victims' Rights Advocate (OVRA) (headed by Najla Nassif Palma), committing AUD\$500,000 for 2023–2026.

What PSEAH training does DFAT provide to staff?

- All DFAT staff must complete PSEAH eLearning training as part of their pre-post training.
- Staff working on the development program, or in a position that involves working with children, complete additional Child and Adult Safeguards training.

How many notifications has DFAT received under its *PSEAH Policy* ?

- In 2024 the Department received 124 notifications under the *PSEAH Policy*.
- DFAT's 2023-24 Annual Report states that, for the 2023-24 financial year, we received 113 external notifications from our partners, and 4 internal notifications, of alleged sexual exploitation, abuse and harassment of adults.

How does DFAT respond to notifications under its *PSEAH Policy* ?

- DFAT treats all allegations seriously and responds promptly:
 - DFAT requires all suspected or alleged incidents of sexual exploitation, abuse and harassment related to the delivery of DFAT business to be reported to DFAT.
 - DFAT does not conduct investigations into incidents unless they relate to DFAT staff – we ensure our partners respond to (and investigate where required) incidents in line with our *PSEAH Policy* and expectations.

Supplementary Budget Estimates: 27 February 2025

BACKGROUND

s 22(1)(a)(ii)

Preventing Sexual Exploitation, Abuse and Harassment (PSEAH)

DFAT's *PSEAH Policy* was introduced in 2019 and reviewed in 2021 as part of the broader independent safeguard policy review. The policy is currently being updated and is expected to be released in mid-2025.

DFAT's *PSEAH Policy* applies to the delivery of all DFAT business, with DFAT partners required to appropriately manage risk.

In 2018, media on cases of sexual exploitation, abuse and harassment, particularly those related to Oxfam Great Britain and UN staff, sparked international concern and a call for action to increase accountability in aid programs. In response, Australia and 21 other donors made 22 commitments at the International Safeguarding Summit (October 2018) to strengthen accountability, improve support to victims/survivors and tackle impunity.

s 22(1)(a)(ii)

Supplementary Budget Estimates: 27 February 2025

s 22(1)(a)(ii)



Recent Media Reporting

PSEAH and Child Protection

28/10/2024 [ICC prosecutor allegedly tried to suppress sexual misconduct claims against him | International criminal court | The Guardian](#)

27/07/2024 [UNFPA boss faces abuse of office, nepotism allegations | DiploBrief](#)

14/03/2024 [Investigation Finds World Bank Failed to Police Abuse at Kenyan Schools | The New York Times](#)

Supplementary Budget Estimates: 27 February 2025

Division: DMG | PRD | RAB - Development Risk Implementation and Evaluation Branch

PDR No: s 22(1)(a)(ii)

Prepared by:
 s 22(1)(a)(ii) , Dir/HMS; s 22(1)(a)(ii) ,
 Dir/DRM
 Mob: s 22(1)(a)(ii) Ext: s 22(1)(a)(ii)
 Date: 17 February 2025

Cleared by Branch/Division Head:
 Natalie Cohen
 Mob: s 22(1)(a)(ii) Ext: s 22(1)(a)(ii)
 Date: 19 February 2025

Consultation: Enter Div/Branch/Section.
 Name: Type in Officer's name.

Date: Click or tap to enter consultation date.

Mob: Type mobile. Ext: Type extension.

Cleared by CFO / FAS CMD:
 N/A

Date: Click or tap to enter CFO/FAS CMD clearance date.

Risk Management and Safeguards

Handling Note:

FAS PRD leads on department-wide safeguard policy matters – s 22(1)(a)(ii)
Protection from Sexual Exploitation, Abuse and Harassment (PSEAH) and s 22(1)(a)(ii)
. Note: PSEAH s 22(1) policies apply to all DFAT business, s 22(1)(ii)

CPO leads on s 22(1) PSEAH matters involving DFAT staff
s 22(1)(a)(ii) () (ii)

[Redacted content]

Strategic Message

- s 22(1)(a)(ii) [Redacted]
- DFAT does not tolerate sexual exploitation, abuse or harassment or the exploitation, abuse or harm of children
 - DFAT published refreshed Protection from Sexual Harassment, Abuse and Harassment (PSEAH) and Child Protection policies on 1 September 2025.
 - DFAT staff and implementing partners have obligations under these policies.

OFFICIAL

s 22(1)(a)(ii)

If pressed about a particular s 22(1)(a)(ii) sexual exploitation, abuse and harassment case

- . We do not comment publicly on specific s 22(1)(a)(ii) sexual exploitation, abuse and harassment cases (for privacy and legal reasons)
 - providing information may be detrimental to the wellbeing of those involved and could prejudice an investigation, or legal proceeding.

PREVENTING SEXUAL EXPLOITATION, ABUSE AND HARASSMENT (PSEAH)

What is DFAT doing to prevent sexual exploitation, abuse and harassment?

- DFAT's approach to SEAH is outlined in our *Protection from Sexual Exploitation, Abuse and Harassment Policy* [updated on 1 September 2025], which:
 - sets out expectations and requirements for all DFAT staff and everyone, both here and overseas, who delivers DFAT programs or provides a service to DFAT
 - is principles-based, focusing on zero tolerance of inaction, the importance of leadership and culture, promoting inclusion and diversity, adopting a victim-survivor-centred approach, adopting an empowering and participatory approach, and prioritising prevention.
- The Policy builds on our strong track record in safeguarding.
 - The updated policy aligns more strongly with the Respect@Work legislation, DFAT's Unacceptable Workplace Behaviour Policy and the multi-donor endorsed CAPSEAH (Common Approach to Protection from Sexual Exploitation, Abuse and Harassment).

How does DFAT engage on PSEAH internationally?

- We advocate in international forums and engage directly with the international organisations that we partner with including the UN, IFIs and other donors.
- We participate in a cross-donor working group:
 - we agreed with member states and the UN legal office on strengthened PSEAH language for inclusion in new UN funding agreements.
 - we are collaborating on enhanced mechanisms for detecting perpetrators who move between development organisations.
- Australia supports global initiatives relating to PSEAH and works with our partners and other donors to drive continuous improvement.
- Australia (MPD/HPD) supports the UN Office of the Victims' Rights Advocate (OVRA) (headed by Najla Nassif Palma), committing AUD\$500,000 for 2023–2026.

What PSEAH training does DFAT provide to staff?

- All DFAT staff must complete a PSEAH eLearning training module as part of their pre-post training.
- Staff working on the development program, or in a position that involves working with children, complete additional Child and Adult Safeguards training.
- DFAT is introducing mandatory training for all staff as part of their annual training obligations.

How many notifications has DFAT received under its PSEAH Policy?

- In 2024-25 financial year: 124 notifications under the PSEAH Policy.

How does DFAT respond to notifications under its PSEAH Policy?

- . DFAT treats all allegations seriously and responds promptly:
 - DFAT requires all suspected or alleged incidents of sexual exploitation, abuse and harassment related to the delivery of DFAT business to be reported to DFAT
 - DFAT does not conduct investigations into incidents unless they relate to DFAT staff – we ensure our partners respond to (and investigate where required) incidents in line with our *PSEAH Policy* and expectations.

Background

s 22(1)(a)(ii)

Protection from Sexual Exploitation, Abuse and Harassment (PSEAH)

DFAT's PSEAH Policy was introduced in 2019, reviewed in 2021 as part of the broader independent safeguard policy review and the updated Policy released on 1 September 2025.

The Policy has changed in title, to *Protection from Sexual Exploitation, Abuse and Harassment* to reflect a shift from a "Prevention" focus to a "Protection" focus. This reflects our current approach to prevention and response.

DFAT's PSEAH Policy applies to the delivery of all DFAT business, with DFAT partners required to appropriately manage risk.

In 2018, media on cases of sexual exploitation, abuse and harassment, particularly those related to Oxfam Great Britain and UN staff, sparked international concern and a call for action to increase accountability in aid programs. In response, Australia and 21 other donors made 22 commitments at the International Safeguarding Summit (October 2018) to strengthen accountability, improve support to victims/survivors and tackle impunity.

s 22(1)(a)(ii)

s 22(1)(a)(ii)

Recent Media Reporting

PSEAH and Child Protection

- 28/10/2024 [ICC prosecutor allegedly tried to suppress sexual misconduct claims against him | International criminal court | The Guardian](#)

Division: DMG | PRD | RAB - Development Risk Implementation and Evaluation Branch

PDR No: EC25-001450

Prepared by:
 s 22(1)(a)(ii) DIR DRM
 Mob: s 22(1)(a)(ii) Ext: s
 Date: 19 September 2025 22(1)

Cleared by Branch/Division Head:
 Natalie Cohen FAS PRD
 Mob: s 22(1)(a)(ii) Ext: s
 Date: 24 September 2025 22(1)

Meeting Brief: FAS PRD and DHOM Designate Jakarta

Date: 4 December, Location: FAS Office Level 2, 255 London Circuit, Canberra ACT.

POST: Jakarta

s 22(1)(a)(ii)

s 22(1)(a)
(ii)

Safeguards

- s 33(a)(iii), s 47E(d)

 - DHOM plays a key role in **promoting a safe and inclusive workplace for all**.
 - Be alert to CP, PSEAH and other social and environmental risks at Post and in program delivery.
 - Ensure all staff understand their rights, responsibilities, and reporting obligations under DFAT's safeguarding policies.
 - There was strong attendance and engagement from A-based and LES during the HMS Safeguards Program in Jakarta in October-November 2023.
 - Encourage A-based and LES to complete the CP and PSEAH eLearnings to reinforce the key messages from the training.
- s 47E(d)

s 22(1)(a)
(ii)

OFFICIAL: Sensitive

Meeting Brief: FAS PRD and Minister Counsellor, Jakarta, GHD (Stapleton)

Date: 27 August 2024, Location: FAS Office Level 2, 255 London Circuit, Canberra ACT.

s 22(1)(a)
(ii)

Safeguards

- s 33(a)(iii), s 47E(d)

OFFICIAL: Sensitive

Meeting Brief: FAS PRD and Minister Counsellor, Jakarta, GHD (Stapleton)

Date: 27 August 2024, Location: FAS Office Level 2, 255 London Circuit, Canberra ACT.

s 47E(d)

- In October–November 2023, HMS provided Child and Adult Safeguards training to 219 DFAT and other embassy staff and briefings to 85 implementing partners.
 - s 47E(d)
- HMS is tentatively planning another safeguards program DFAT staff and partners in Jakarta in May 2025.

s 22(1)(a)(ii)

Recent engagement — teams/training on the ground.

Mission	Date	Purpose
CP/PSEAH training	November 2023	Training to embassy staff and implementation partners.

s 22(1)(a)(ii)

Meeting Brief: FAS PRD and HOM Manila

Date: 10 April Location: TEAMS

POST: Manila

s 22(1)(a)(ii)

s 22(1)(a)(ii)

Safeguards

- s 47E(d)

- HOM plays a key role in **promoting a safe and inclusive workplace for all.**
 - Be alert to CP, SEAH and other social and environmental risks at Post and in program delivery.
 - The CP and PSEAH eLearnings are mandatory for A-based, however LES should be encouraged to complete the eLearnings if they have not recently done so.

- HMS would welcome the opportunity to undertake a program of safeguards training for staff and implementing partners at Manila Post in 2024.

s 22(1)(a)(ii)

Development Effectiveness and Enabling Division (PRD)

Date received by EA:

11:40am
3/6/24

Classification: OFFICIAL

Subject: Endorsement of Common Approach to Protection from SEATH

Action Required: Signature Clearance Comment Information

Document

- Minute
- Submission
- Brief
- Talking Points
- Ministerial
- Exec Corro
- Other (specify)

Reference

EDRMS: 23/28617#2

PDMS:

Contact Officer
s 22(1)(a)(ii)

Section/Branch

HMS/RAB

Phone
s 22(1)(a)(ii)

AS Clearance (min 48 hrs) due No Later Than (NLT):

FAS Clearance (min 72 hrs) due NLT:

10/6/24

Summary (what is it, what needs to be done etc.):

Agree to endorsement of the CAPSEATH - a global framework that is non-binding, to support a more coherent, aligned multi-stakeholder approach to PSEATH
Will provide soft copy so links to CAPSEATH online can be viewed.

Clearance

Assistant Secretary ADB DVB RAB

First Assistant Secretary

Cleared Noted Resubmit Discuss

Cleared Noted Resubmit Discuss

Comments:

Comments:

Signed: s 22(1)(a)(ii)

Signed: s 22(1)(a)(ii)

Date: 3 JUNE 24

Date:

Deputy Secretary Clearance Required: Yes No

OFFICIAL



Australian Government
Department of Foreign Affairs and Trade

MINUTE

Natalie Cohen, FAS PRD

Through:

Richard Sisson, AS RAB ^{s 22(1)}
^{(a)(ii)} 3/6/24
 s 22(1)(a)(ii) , Director HMS ^{s 22(1)}
^{(a)(ii)} 3/6/24

Thank you for this work with the UK. As discussed, I will give PPD visibility now, and once launched, will update at the Secretary's div heads mtg. - NC.

Cc:

Beth Delaney FAS HPD PSEAH Champion
 Sarah Goulding AS GEB

SUBJECT: ENDORSEMENT OF THE *COMMON APPROACH TO PROTECTION FROM SEXUAL EXPLOITATION, ABUSE AND HARASSMENT (CAPSEAH) SUMMARY*


Critical Date: 10 June 2024

Reason: The UK has sought confirmation by 17 June 2024 that Australia will endorse.

Recommendations:

- That you **agree** to DFAT/Australia endorsing the CAPSEAH Summary.
 (AGREED / NOT AGREED)
- That you **note** endorsement of CAPSEAH is non-binding, and that CAPSEAH aligns with the DAC Recommendation on Ending SEAH which Australia has already endorsed.
 (NOTED / PLEASE DISCUSS)
- That you **approve** the following text appearing on the CAPSEAH website:
We support the CAPSEAH as set out in the two-page summary document and will use it in our efforts to prevent and respond to sexual exploitation, sexual abuse and sexual harassment.
 Department of Foreign Affairs and Trade, Australia
 (APPROVED / NOT APPROVED) s 22(1)(a)(ii)
Natalie Cohen
FAS PRD

Date:
4/6/24



Issues:

- The Common Approach to Protection from Sexual Exploitation, Abuse and Harassment (CAPSEAH) (Attachment A) is a short guide to support coherent action against SEAH in humanitarian, development and peace (HDP) settings. It was developed by an international steering committee led by the UK (FCDO) and including Australia (DFAT).
- It does not replace existing policies and commitments, but instead synthesises their key principles and actions to help improve alignment and impact of efforts to stem SEAH.

OFFICIAL

OFFICIAL

3. CAPSEAH is voluntary and non-binding but governments and organisations are encouraged to signal their political support and commitment to tackling SEAH by endorsing the two page summary document (Attachment B).
4. CAPSEAH aligns with DFAT's *Preventing Sexual Exploitation Abuse and Harassment (PSEAH)* policy and provides a useful framework for our current PSEAH policy refresh.
5. Endorsing CAPSEAH reiterates Australia's commitment to strengthening collective action, partnerships and collaboration on prevention of, and response to SEAH. We hope it will influence all HDP stakeholders to work towards a best practice approach.
6. Australia has engaged significantly on CAPSEAH and failure to endorse the summary would reflect poorly on our reputation as a global champion of PSEAH.
7. To date the UK, Germany, Iceland and Canada have endorsed. NZ, USA, Ireland, Netherlands, Norway, Sweden, Finland and Switzerland have indicated they are likely to support. The UN Office of Legal Affairs is considering. Some international CSOs are already using CAPSEAH to inform policy updates.
8. FCDO intend to formally launch CAPSEAH on 27 June 2024 and are seeking endorsements by 17 June. CAPSEAH will be hosted on an independent website (previous draft [here](#)) and translated into all UN languages. Endorsement will appear on the website.

Background:

9. CAPSEAH is a global initiative, driven by FCDO and developed by an international steering committee. Australia was one of only five donor countries represented on the committee which included high level representatives from the UN (the UN Victims' Rights Advocate and the UN Special Coordinator on Improving the UN Response to Sexual Exploitation and Abuse), multilateral banks, civil society, private sector, academia and others.
10. CAPSEAH is needed because although good progress has been made on addressing SEAH guidance and architecture can feel complex, fragmented and patchy and is difficult for non-experts to understand.
11. CAPSEAH sets out six common principles and minimum actions across six themes (standards, leadership, communication, prevention, response, monitoring).
12. The principles and actions are drawn from existing sources so should be familiar to those who already follow existing standards like the Inter-Agency Standing Committee (IASC), Core Humanitarian Standard (CHS) or the Development Assistance Committee (DAC) Recommendation on Ending SEAH.
13. FCDO undertook a global consultation on the draft earlier this year, and AS RAB facilitated an online briefing session for ACFID and IDCC members in January at which FCDO outlined CAPSEAH and encouraged its adoption by Australian entities working in humanitarian, development and peace settings.
14. CAPSEAH has been flagged with internal stakeholders eg. humanitarian, GEDSI, ANCP and our Posts in NY and Geneva.

Financial Implications:

15. While CAPSEAH calls for organisations to allocate adequate resourcing for PSEAH, there are no mandatory financial commitments.

Consultation: Not applicable.

Summary of Attachments:

Attachment A: CAPSEAH Summary

Attachment B: CAPSEAH Final

Prepared by: s 22(1)(a)(ii) PRD/RAB/HMS s 22(1)(a)(ii)



A Common Approach to Protection from Sexual Exploitation, Abuse and Harassment (CAPSEAH)

Part 1: Background and a collective vision for action

CAPSEAH is a guide to help all people and organisations working in humanitarian, development and peace (HDP) settings take action and align efforts to protect people from Sexual Exploitation, Abuse and Harassment (SEAH). CAPSEAH can be used in other settings too. It was developed by a multi-stakeholder group and with a global consultation.

CAPSEAH aims to:

- Prevent SEAH and improve accountability and support to victim-survivors when it occurs.
- Amplify existing standards as the basis for a stronger, more aligned approach.
- Set expectations about behaviours and minimum actions to protect from SEAH.

CAPSEAH provides a basis for long-term:

- Commitment to zero tolerance for inaction on SEAH.
- Collective action, partnerships and collaboration.
- Multistakeholder dialogue around how to mitigate the risk of SEAH in different contexts.
- Improved capability and capacity for work on PSEAH including for non-experts.
- Resourcing of PSEAH efforts at global, country and organisational levels.

What is PSEAH?

SEAH stands for 'sexual exploitation, abuse and harassment'. All three are unacceptable abuses of power. SEAH is rooted in power imbalances and often linked to inequality, notably gender inequality. Victim-survivors of SEAH usually have less power or are more marginalised than the perpetrators for various reasons. Women and girls are most often affected. The individual terms within PSEAH are commonly defined as:

- **Sexual Exploitation (SE)** - 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. For example, coercing individuals into engaging in sexual activities in exchange for aid, services, employment opportunities, or other benefits.
- **Sexual Abuse (SA)** - the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. This includes sexual assault, rape, molestation, and other forms of non-consensual sexual activity.
- **Sexual Harassment (SH)** - a range of unacceptable and unwelcome behaviours and practices of a sexual nature that may include, but are not limited to, sexual suggestions or demands, requests for 'sexual favours', sexual, verbal or physical conduct, or gestures that are or might reasonably be perceived as offensive or humiliating. This includes jokes, comments or messages of a sexual nature; suggestive looks, staring or leering; display of or circulation of pornographic material. It is sometimes used to describe behaviour in a work environment but can also occur in communities and public spaces.
- **Protection from SEAH (PSEAH)** - to prevent and actively manage and mitigate the risk of SEAH and respond appropriately when it occurs. This means taking all reasonable actions to: protect people, populations and personnel; proactively reduce SEAH risk and prevent SEAH incidents; create or strengthen ways in which concerns can be raised; and to respond robustly to concerns and cases in a way which prioritises the rights, dignity and needs of victim-survivors. PSEAH is sometimes also called 'safeguarding against SEAH'.

Some organisations distinguish between SEA and SH depending on whether the victim-survivor is a beneficiary of the services or support they provide (SEA), or a staff member (SH), and have separate policies and procedures on each. Other organisations have an overarching SEAH approach covering both SEA and SH.

CAPSEAH uses the collective term SEAH because each of SE, SA and SH are driven by power imbalances and inequality, particularly gender inequality, and all require action. Linking them encourages action to tackle all harmful and unwanted sexual behaviour by people delivering HDP work, regardless of where the incident happens or who the victim-survivor is.

Gender-Based Violence (GBV) refers to any harmful act that occurs against a person's will and where their gender is a contributing factor. GBV covers a range of abuses, including physical, sexual, psychological, and economic violence, and can happen anywhere. While both sexual GBV and SEAH involve harmful acts of a sexual nature, SEAH refers to acts committed by people delivering humanitarian, development or peace work.

SEAH in humanitarian, development and peace (HDP) settings

HDP work and operations provide assistance, support, partnership and protection to countries and people in need and underpin global efforts to build a safer, more equitable and sustainable future. HDP work is central to the delivery of the [2030 Agenda for Sustainable Development and Sustainable Development Goals](#), the overarching global framework to help governments, the private sector, civil society, multilateral organisations and many other actors to work together to tackle poverty, conflict, climate change, natural disasters and other crises. Acts of SEAH undermine the integrity and impact of HDP work.

Humanitarian

Humanitarian aid or assistance delivers immediate lifesaving assistance to populations affected by crises such as conflicts, natural disasters, and other emergencies. E.g. delivering food, shelter, healthcare, and protection services to meet the urgent needs of affected populations and alleviate suffering.

In humanitarian contexts vulnerabilities among affected populations are heightened. This vulnerability can be exploited by individuals who may abuse their power or resources to commit sexual acts or coerce or manipulate vulnerable individuals into sexual activities in exchange for aid, services, or other forms of assistance, causing harm to individuals and local communities. The urgency and chaos of humanitarian crises can exacerbate these risks.

Development

Development aid, assistance and cooperation seek to improve the longer-term welfare of lower income countries and address the underlying causes of poverty, inequality, and vulnerability. E.g. promoting economic growth, improving access to education and healthcare, strengthening governance and institutions, and fostering sustainable livelihoods.

In development contexts, the power dynamics may be different than in humanitarian settings, but SEAH risk can still be high and people can still abuse their power, e.g. by offering opportunities, support, or other benefits in exchange for sexual favours, or where people in positions of power such as teachers, healthcare or infrastructure workers or others may exploit their authority and/or proximity to sexually abuse children, women, or other vulnerable individuals. Development contexts can also rapidly change to emergency contexts due to natural disasters or conflict.

Peace

This covers activities that aim to manage and resolve conflicts, protect civilians and help countries transition from conflict to sustainable peace. This includes [peacekeeping](#) (the deployment of multinational forces, typically under the mandate of the United Nations or regional organizations, to maintain or restore peace in conflict-affected areas) and [peacebuilding](#) (addressing the root causes of conflict and promoting sustainable peace by fostering reconciliation, social cohesion, and development)

Individuals involved in peace-related operations and activities can misuse their authority and power to engage in sexual activities with local populations, including vulnerable individuals such as women and children. This can include transactional sex, coercion, or outright abuse. Vulnerabilities to SEAH in peace building are similar to those in a development setting.

The trajectory of PSEAH work in these three areas has been different in the past 20 years, with standards and systems of varying maturity in place. But countries, organisations and individuals may increasingly find themselves having to adapt to contexts where HDP needs, work and organisations evolve, overlap and interact.



How will CAPSEAH help?

Everyone working in humanitarian, development or peace settings needs to actively manage the risk that people linked to their work could abuse their power and sexually exploit, abuse or harass others, or could be victims. Many incidents go unreported or undetected. Having no reports of cases in an organisation, project etc is unlikely to mean there haven't been any incidents or they won't occur in the future. The risk of SEAH is made worse by factors such as climate change, instability and conflict which increase the need for HDP assistance and the vulnerability of people and communities.

Policies, commitments and standards to protect against SEAH have been developed and adopted over many years. These include:

- The [2003 UNSG Bulletin on Special Measures for PSEA](#) and the [UN's 2017 report on Special Measures for PSEA: a new approach](#) which includes a [Voluntary Compact](#) with Member States.
- the [UN Inter-Agency Standing Committee's \(IASC\) Six Core Principles on PSEA, Minimum Operating Standards on PSEA](#) and [Definition and Principles of a Victim/Survivor Centred Approach](#).
- UN resolutions, policies and resources to tackle [SEA](#) and [SH](#) across UN operations and to uphold rights of [victims-survivors](#).
- The [Core Humanitarian Standard](#) (CHS Alliance) sets out the essential elements of principled accountable and high-quality aid. Protection from Sexual Exploitation, Abuse and Sexual Harassment (PSEAH) is woven throughout the Standard, with a [PSEAH index](#) which clearly sets out SEAH requirements.
- The [2018 Safeguarding Summit Commitments](#), including the [Joint Statement by Multilateral Finance Institutions](#).
- The 2019 [DAC Recommendation on ending SEAH](#).

These policies, commitments and standards are not joined up in one place. This means that those involved in HDP work are not working towards the same collective vision on protection from SEAH and are missing out on opportunities to work jointly and learn from one another.

CAPSEAH does not replace the above documents. It summarises and aligns the key actions from them for anyone working in humanitarian, development and/or peace settings to try and improve PSEAH standards globally, improve accountability to victim-survivors, and support preparedness and dialogue on PSEAH across HDP sectors and actors. It will help organisations and individuals who find themselves working with a variety of HDP actors or in new/evolving settings with a higher risk of SEAH, for example have mainly done development work but may now need to adapt to a humanitarian crisis.

A mapping of CAPSEAH against existing standards is included in Part 4.

CAPSEAH has four parts:

1. This background and collective vision for action
2. Common principles to guide all work
3. Minimum actions to protect against SEAH
4. Online practical guidance and further information on how different types of actors can implement the actions.

The full version of CAPSEAH is available online at CAPSEAH.safeguardingsupporthub.org and includes a list of organisations and others who have committed to use CAPSEAH to inform their work and which will be updated on an ongoing basis. Organisations can join this long-term global coalition to improve work to protect against SEAH at any time.



Part 2: Common PSEAH Principles

These principles are designed to underpin and guide the SEAH-related conduct of all people and organisations doing humanitarian, development or peace-related work.

1. **SEAH is prohibited.** SEA constitutes gross misconduct and grounds for termination of contract, and potential prosecution under criminal, civil or military law. SH is misconduct and can constitute gross misconduct depending on its severity. Acts of SEAH are an abuse of power and undermine the integrity and impact of HDP work. In particular:
 - a. **Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions, is prohibited.**
 - b. **Exchange of money, employment, goods, or services for sex, including demands for sex / 'sexual favours' or other forms of abusive, humiliating, degrading or exploitative behaviour is prohibited.** This includes exchange of any assistance or protection that is due to people or communities.
 - c. **Any sexual relationship which involves improper use of rank, role or position, or any abuse of power and power imbalances, is prohibited.**
 - d. **Sexual activity with children (persons under the age of 18) by those engaged in HDP work 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.
 - e. **Sexual harassment of co-workers (whether in the same organisation or not) or people in communities receiving assistance or protection, is prohibited.**
2. **Zero tolerance for inaction.** This means: zero tolerance for acts of SEAH; zero tolerance for inaction to prevent, report or respond to SEAH; and zero tolerance for retaliation against victim-survivors or whistleblowers. It does not mean having zero cases of SEAH being reported. Reporting is strongly encouraged and should not be penalised.
3. **Tailor PSEAH approaches to the context and ensure the approaches are inclusive and victim-survivor centred.** Consult people and communities, particularly vulnerable groups. Build on and strengthen existing community and national mechanisms when assessing SEAH risk and designing PSEAH approaches. Embed and prioritise the rights, safety, needs, wellbeing and dignity of victim-survivors and their communities.
4. **Embed SEAH prevention as part of working culture.** Always act with integrity and help create and maintain an environment which prevents, reports and responds to SEAH. Leaders and managers at all levels have particular responsibility to resource, develop, implement and support PSEAH systems to proactively identify, monitor and address SEAH risks and reports.
5. **Respond appropriately to suspicions, reports and incidents of SEAH.** In particular:
 - a. Knowledge, concerns or suspicions of SEAH by HDP personnel, whether in the same organisation or not, must be reported in line with organisational policies, guidance and reporting mechanisms.
 - b. Assistance and investigations should prioritise the rights, safety, needs, wellbeing and dignity of victim-survivors. Help victim-survivors who report an incident to access support, regardless of whether they participate in an investigation.
 - c. Hold those found to have committed SEAH accountable and take appropriate action in line with relevant due process.
6. **Respect confidentiality and protect against retaliation.** Ensure reports can be made safely and confidentially. All those involved in an allegation should be protected against retaliation, have their confidentiality and dignity respected and receive appropriate support. This includes victim-survivors, complainants, witnesses, whistle-blowers, and the subject(s) of complaint.



Part 3: Minimum Actions

Summary: These actions are recommended to help all people and organisations do all they reasonably can to prevent and respond to SEAH. Part 4 has practical guidance on how the actions can be implemented at individual, international, national, organisation and project/programme levels. Different types and sizes of organisation or operation can implement them in ways that feel proportionate and most relevant to them.

1. POLICIES: Set, communicate, uphold and implement clear PSEAH policies.

- a. **Set, resource, implement and adhere to a PSEAH policy/strategy aligned to these common principles, minimum actions and the standards that underpin them.** Some organisations may have an overarching PSEAH strategy, while others may prefer separate policies for SEA (to guide external operations and project/programmes) and SH (to guide internal staff conduct).
- b. **Ensure PSEAH principles and standards of behaviour are embedded in codes of conduct with clear prohibition of SEAH.** Create or update a code of conduct to align with such action if required.
- c. **Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct.** Ways to do this include mandatory induction and regular refresher training; adding text to contracts, job descriptions and cooperative agreements; assessing partner capacity to meet expectations on PSEAH; and discussion of compliance in performance reviews and evaluations.

2. LEADERSHIP: Prioritise and embed a culture of zero tolerance for inaction.

- a. **Leaders need to show clear and visible commitment to zero tolerance for inaction on SEAH.** Ways of doing this include appointing a senior PSEAH Champion, regularly highlighting the importance of taking action to prevent and respond to SEAH to staff and peers, training to recognise and address power imbalances, and fostering an inclusive and respectful working culture and environment where personnel and communities feel able to raise concerns.
- b. **Leaders should allocate sufficient resources to prevent and respond to SEAH.** Adequate human, technical and financial resources are needed to implement PSEAH policies, both within core business and specific pieces of work (projects/programmes etc). Put in place dedicated central PSEAH staff with overall responsibility for the development and implementation of PSEAH policies and activities, as well as networks of trained PSEAH champions or focal points.
- c. **Leaders should regularly assess and monitor the implementation and impact of efforts to prevent and respond to SEAH.** Case numbers, SEAH risk assessments, surveys, staff discussions and training completion rates, and routine monitoring can all help to track PSEAH culture and capability.
- d. **Leaders should set out and incentivise clear responsibilities on PSEAH.** Include specific responsibilities on PSEAH in relevant job descriptions and performance objectives, including those of senior managers. Monitor delivery of PSEAH objectives in performance appraisals.



3. **COMMUNICATION: Consult, inform and coordinate with communities and partners.**
 - a. **Consult local people and communities.** Collaborate with, listen to, and use the knowledge of local people whose situation makes them most vulnerable to SEAH, and victim-survivors where possible, when designing PSEAH approaches, projects/programmes and reporting mechanisms.
 - b. **Empower local communities.** Engage with civil society, including women's and human rights groups and national human rights institutions, to ensure those who come into contact with projects/programmes and operations know what standards of SEAH-related behaviour are expected, how to report, what happens if they report, their rights and what support is available to them. Do so in a way which takes account of local context, cultures, and is accessible to as many people as possible.
 - c. **Collaborate and coordinate with partners and peers, and seek out learning and best practice to strengthen and align PSEAH approaches.** Participate in PSEAH networks and coordination efforts, and use resources to make PSEAH approaches effective, building where possible on existing structures to be accountable to affected populations and prevent and respond to gender-based violence.
4. **PREVENTION: Assess SEAH risk and take action to prevent SEAH across all activities**
 - a. **Mainstream protection from SEAH.** Embed PSEAH measures (training, risk management, due diligence, reporting, detection and vetting) into the culture, design and running of offices, operations, projects/programmes and missions.
 - b. **Understand, reduce and manage the risk of SEAH.** Assess and monitor SEAH risks regularly based on an understanding of the local delivery context or working environment and the specific vulnerabilities and needs of affected groups. Use targeted training and awareness raising, e.g. on power imbalance and PSEAH awareness, to mitigate risk of poor conduct. Use assessments to take actions which are revisited on a regular basis with evidence of how changes to programs and operations are being implemented.
 - c. **Engage affected communities in the design of mechanisms to prevent and report SEAH.** Ensure people at high risk of SEAH, affected communities and others in contact with projects/programmes can raise the SEAH risks they face and help design prevention and risk mitigation strategies. Understand and support wider efforts to tackle gender equality, gender-based violence, and other power imbalances which enable SEAH to happen in a specific context.
 - d. **Use relevant vetting schemes and recruitment processes to prevent the hiring of perpetrators of SEAH.** E.g. Conduct pre-employment checks such as references and use tools like the Misconduct Disclosure Scheme, and (for the UN) Clearcheck.
5. **RESPONSE: Encourage reporting, accountability and a victim-survivor centred approach.**
 - a. **Establish, test, and encourage the use of safe and accessible mechanisms for receiving complaints and detecting concerns relating to personnel, operations and project/programmes.** Participate in community-based complaint mechanisms. Use surveys to seek feedback and track reporting levels to test if mechanisms are trusted and used. Having few reports does not necessarily mean few cases. Stay alert to SEAH risk and culture even in the absence of reports.
 - b. **Help personnel to know what to do if they experience, witness or suspect SEAH.** Develop and implement guidance and training so that personnel know how to identify SEAH, and what to do if they receive a report about, become aware of, experience or witness SEA or SH.



- c. **Help victim-survivors who report to access support.** Ensure that they have the support and means to access, safely and confidentially, quality response services including medical, psychosocial, and legal assistance. Victim-survivors have a right to this support whether they choose to participate in an investigation or not.
 - d. **Take a victim-survivor centred approach to reports and investigations.** Respond to and investigate cases in a timely, fair, confidential, safe and sensitive manner which is centred on the safety, agency, informed consent, dignity, needs and rights of victims-survivors.
 - e. **Hold individuals to account.** Take timely and appropriate disciplinary action against people found guilty of SEAH or who retaliate against those who report concerns or participate in investigations. Use information-sharing tools e.g. the Misconduct Disclosure Scheme to prevent perpetrators moving between organisations undetected.
 - f. **Consider legal accountability.** When cases may meet the definition of a criminal or civil offence, if the victim-survivor gives consent (or the parent/carer/guardian/ trusted person in the case of a child, and factoring in any mandatory legal reporting requirements) and it is safe to do so, refer to the appropriate jurisdiction or law enforcement agency.
- 6. MONITORING: check if efforts to protect against SEAH are working**
- a. **Learn and improve from experience, including where things have gone wrong.** When cases occur, consider if prevention measures could be strengthened and follow up with victim-survivors to check if support can be improved.
 - b. **Monitor and evaluate the implementation and impact of PSEAH policies and approaches.** Use feedback tools and surveys to check how well staff, implementing partners, and communities understand how to prevent and respond to SEAH and if perceptions/levels of risk are improving; use aggregate non-identifiable data to track case numbers to evaluate if reporting mechanisms are working; look for trends to see if there is a need to increase prevention for particular geographies or groups (e.g. children or people with disabilities).
 - c. **Participate in joint efforts to strengthen and align PSEAH approaches.** Publish and share data, information and learning on SEAH in a way that protects confidentiality, to help build the evidence base on PSEAH, knowledge of what works, and track global progress on PSEAH.



Common PSEAH Principles

These principles are designed to underpin and guide the SEAH-related conduct of all people and organisations doing humanitarian, development or peace-related work.

1. **SEAH is prohibited.** SEA constitutes gross misconduct and grounds for termination of contract, and potential prosecution under criminal, civil or military law. SH is misconduct and can constitute gross misconduct depending on its severity. Acts of SEAH are an abuse of power and undermine the integrity and impact of HDP work. In particular:
 - a. **Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions, is prohibited.**
 - b. **Exchange of money, employment, goods, or services for sex, including demands for sex / 'sexual favours' or other forms of abusive, humiliating, degrading or exploitative behaviour is prohibited.** This includes exchange of any assistance or protection that is due to people or communities.
 - c. **Any sexual relationship which involves improper use of rank, role or position, or any abuse of power and power imbalances, is prohibited.**
 - d. **Sexual activity with children (persons under the age of 18) by those engaged in HDP work 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.
 - e. **Sexual harassment of co-workers (whether in the same organisation or not) or people in communities receiving assistance or protection, is prohibited.**
2. **Zero tolerance for inaction.** This means: zero tolerance for acts of SEAH; zero tolerance for inaction to prevent, report or respond to SEAH; and zero tolerance for retaliation against victim-survivors or whistleblowers. It does not mean having zero cases of SEAH being reported. Reporting is strongly encouraged and should not be penalised.
3. **Tailor PSEAH approaches to the context and ensure the approaches are inclusive and victim-survivor centred.** Consult people and communities, particularly vulnerable groups. Build on and strengthen existing community and national mechanisms when assessing SEAH risk and designing PSEAH approaches. Embed and prioritise the rights, safety, needs, wellbeing and dignity of victim-survivors and their communities.
4. **Embed SEAH prevention as part of working culture.** Always act with integrity and help create and maintain an environment which prevents, reports and responds to SEAH. Leaders and managers at all levels have particular responsibility to resource, develop, implement and support PSEAH systems to proactively identify, monitor and address SEAH risks and reports.
5. **Respond appropriately to suspicions, reports and incidents of SEAH.** In particular:
 - a. Knowledge, concerns or suspicions of SEAH by HDP personnel, whether in the same organisation or not, must be reported in line with organisational policies, guidance and reporting mechanisms.
 - b. Assistance and investigations should prioritise the rights, safety, needs, wellbeing and dignity of victim-survivors. Help victim-survivors who report an incident to access support, regardless of whether they participate in an investigation.
 - c. Hold those found to have committed SEAH accountable and take appropriate action in line with relevant due process.
6. **Respect confidentiality and protect against retaliation.** Ensure reports can be made safely and confidentially. All those involved in an allegation should be protected against retaliation, have their confidentiality and dignity respected and receive appropriate support. This includes victim-survivors, complainants, witnesses, whistle-blowers, and the subject(s) of complaint.



Minimum Actions

Summary: These actions are recommended to help all people and organisations do all they reasonably can to prevent and respond to SEAH. Different types and sizes of organisation or operation can implement them in ways that feel proportionate and most relevant to them. Related supporting documents provide more guidance on the minimum actions and how they can be implemented at individual, international, national, organisation and project/programme levels.

- 1. POLICIES: Set, communicate, uphold and implement clear PSEAH policies.**
 - a) Set, resource, implement and adhere to a PSEAH policy/strategy aligned to these common principles, minimum actions and the standards that underpin them.
 - b) Ensure PSEAH principles and standards of behaviour are embedded in codes of conduct with clear prohibition of SEAH.
 - c) Ensure all personnel, volunteers and delivery partners are made aware of, sign up to and strive to comply with PSEAH policies and codes of conduct.
- 2. LEADERSHIP: Prioritise and embed a culture of zero tolerance for inaction.**
 - a) Leaders need to show clear and visible commitment to zero tolerance for inaction on SEAH.
 - b) Leaders should allocate sufficient resources to prevent and respond to SEAH.
 - c) Leaders should regularly assess and monitor the implementation and impact of efforts to prevent and respond to SEAH.
 - d) Leaders should set out and incentivise clear responsibilities on PSEAH.
- 3. COMMUNICATION: Consult, inform and coordinate with communities & partners.**
 - a) Consult local people and communities.
 - b) Empower local communities.
 - c) Collaborate and coordinate with partners and peers, and seek out learning and best practice to strengthen and align PSEAH approaches.
- 4. PREVENTION: Assess SEAH risk and take action to prevent SEAH across all activities**
 - a) Mainstream protection from SEAH.
 - b) Understand, reduce and manage the risk of SEAH.
 - c) Engage affected communities in the design of mechanisms to prevent and report SEAH.
 - d) Use relevant vetting schemes and recruitment processes to prevent the hiring of perpetrators of SEAH.
- 5. RESPONSE: Encourage reporting, accountability and a victim-survivor centred approach.**
 - a) Establish, test, and promote safe and accessible mechanisms for receiving complaints and detecting concerns relating to personnel, operations and project/programmes.
 - b) Help personnel to know what to do if they experience, witness or suspect SEAH.
 - c) Help victim-survivors who report to access support.
 - d) Take a victim-survivor centred approach to reports and investigations.
 - e) Hold individuals to account.
 - f) Consider legal accountability.
- 6. MONITORING: check if efforts to protect against SEAH are working**
 - a) Learn and improve from experience, including where things have gone wrong.
 - b) Monitor and evaluate the implementation and impact of PSEAH policies and approaches.
 - c) Participate in joint efforts to strengthen and align PSEAH approaches.

CHILD AND ADULT SAFEGUARDS – 2024 AUDIT SUMMARY

DFAT – DECLASSIFIED – RELEASED UNDER THE FREEDOM OF INFORMATION ACT 1982 – LEX 13805

Audit objective: To test compliance of DFAT’s international development program and other business activities with child and adult safeguard requirements and to test key control and assurance activities.

RISK POLICY AREA FUNCTIONS

- Policy Owners**
 - Child Protection, PSEAH
 - Integrated Safeguards Policy (draft)*
 - Aid Safeguards, Environmental Protection*
- Assurance and Compliance**
 - Contracts and clauses
- Incident Notifications**
 - Case Management
- Training & Support**
 - ODA Investment Designs, Post visits
 - eLearning, Face-to-Screen**
- Communications & Outreach**
 - Support PSEAH Champion
 - Briefing, reports, data management

*outside Audit scope
 ** in 2022-23 84 DFAT staff undertook face to screen training 1507 eLearning modules complete. Source: Safeguards Training Records FY22-23.

RISK POLICY AREA COVERAGE

\$4.29 billion



114 Posts

Overseas Development Assistance

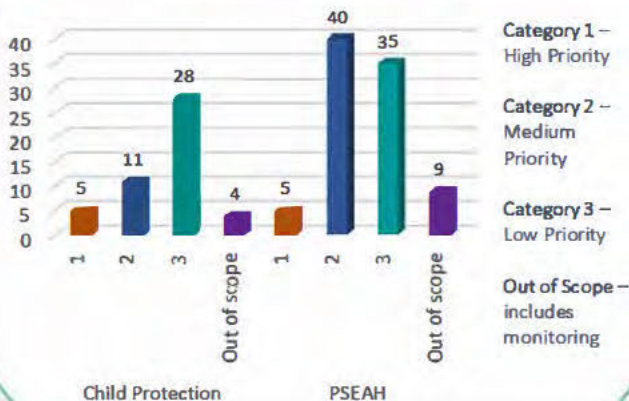
All DFAT business
 Global network of delivery partners and suppliers*

s 22(1)(a)(ii)

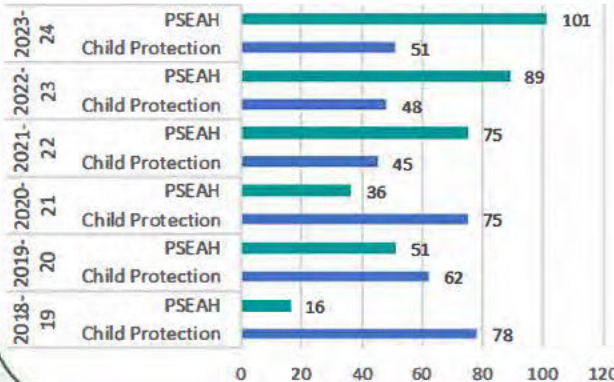
AUDIT FINDINGS

- GOVERNANCE
- POLICY
- PROCEDURES
- NOTIFICATION REPORTING
- TRAINING
- SUPPORT
- ASSURANCE BY SECOND LINE
- RISK MANAGEMENT
- ASSURANCE OF DELIVERY PARTNERS BY FIRST LINE

INCIDENT NOTIFICATION CASE MANAGEMENT 2022-23



INCIDENT NOTIFICATION BY FINANCIAL YEAR



Legend

- **Category 1** – Control environment significantly impaired, with systemic failings.
- **Category 2** – Control environment moderately compromised, with weaknesses noted in a number of areas.
- **Category 3** – Control environment adequate in most areas. Some minor to moderate control weaknesses.
- **Business Enhancement Opportunity** – If implemented, would result in a benefit accruing to DFAT.

Senate Estimates: 3 June 2024

Risk Management - Safeguards, Child Protection and Prevention of Terrorism Resourcing

Handling Note:

FAS PRD leads on department-wide safeguard policy matters – s 22(1)(a)(ii) Preventing Sexual Exploitation, Abuse and Harassment (PSEAH) and s 22(1)(a)(ii) . Note: PSEAH Policy applies to all DFAT staff and business, s 22(1)(a)(ii)

Relevant FAS to answer questions on safeguards policy issues:

- CPO leads on s 22(1) PSEAH matters involving DFAT staff, including MWAH Review s 22(1)(a)(ii)

Strategic Message

- s 22(1)(a)(ii)
- Australia is well regarded for our support for global efforts relating to PSEAH in development and humanitarian contexts.

Senate Estimates: 3 June 2024

- [Refer to FAS MAD on Australia's assistance to the OPT]

SAFEGUARDS (s 22(1)(a)(ii) PSEAH, and s 22(1)(a)(ii))
s 22(1)(a)(ii)

s 22(1)(a)(ii)

Preventing Sexual Exploitation, Abuse and Harassment (PSEAH)**What is DFAT doing to prevent sexual exploitation, abuse and harassment?**

- DFAT's approach to PSEAH is outlined in our *PSEAH Policy*, released in April 2019, which:
 - sets out expectations and requirements for all DFAT staff and everyone, both here and overseas, who delivers DFAT programs or provides a service to DFAT
 - is principles-based, focusing on zero tolerance of inaction, the importance of leadership, addressing gender inequality, adopting a victim-survivor-centred approach, sharing responsibility, and enhancing transparency and accountability.
- The Policy builds on our strong track record in safeguarding. DFAT staff are expected to comply with the principles, obligations and reporting requirements in other relevant policies such as the *DFAT Conduct and Ethics Manual*, *One Government, One Approach*, *Zero Tolerance Statement* and *DFAT's Antibullying, Harassment and Discrimination Policy*.
- DFAT published PSEAH data (internal and external) in the 2022–23 Annual Report.

How does DFAT engage on PSEAH internationally?

- We collaborate with like-minded countries on PSEAH, advocate in international forums and engage directly with the international organisations that we partner with – noting real change is only possible through collective responsibility including with the UN, international financial institutions and other donors.
- We participate in a cross-donor working group:
 - We agreed with member states and the UN legal office on strengthened PSEAH language for inclusion in new UN funding agreements.
 - We are collaborating on enhanced mechanisms for detecting perpetrators who move between development organisations.

Senate Estimates: 3 June 2024

- Australia supports global initiatives relating to PSEAH and works with our partners and other donors to drive continuous improvement. [Refer to *FAS GHD for SEA incidents by WHO in the DRC in 2018.*]
- Australia (MPD/HPD) supports the UN Office of the Victims' Rights Advocate (OVRA) (headed by **Najla Nassif Palma**), committing AUD\$500,000 for 2023–2026.
- On 30 January 2023, DFAT published internal and external notifications data in the *Cross-Sector Progress Report on Safeguarding Against SEAH 2022–2023* on the UK Foreign, Commonwealth and Development Office website. **Next report is expected to be published in early 2025.**

What PSEAH training does DFAT provide to staff?

- All DFAT staff must complete a PSEAH eLearning training module as part of their pre-post training.
- Staff working on the Development Program, or in a position that involves working with children, complete additional Child and Adult Safeguards training.

How many notifications has DFAT received under its PSEAH Policy?

- In 2022–23, DFAT received 107 notifications under its PSEAH Policy.
- For internal use only. A summary table of incident notifications is at **Attachment C**.

How does DFAT respond to notifications under its PSEAH Policy?

- DFAT treats all allegations seriously and responds promptly:
 - DFAT requires all suspected or alleged incidents of sexual exploitation, abuse and harassment related to the delivery of DFAT business to be reported to DFAT.
 - DFAT does not conduct investigations into incidents unless they relate to DFAT staff – we ensure our partners respond to (and investigate where required) incidents in line with our PSEAH Policy and expectations.

Independent review of sexual exploitation, abuse and harassment in DFAT workplaces

- [Refer to *CPO*.]

s 22(1)(a)(ii)

s 22(1)(a)(ii)

Preventing Sexual Exploitation, Abuse and Harassment (PSEAH)

DFAT's PSEAH Policy was implemented in 2019 and reviewed in 2021 as part of the broader independent safeguard policy review. DFAT's PSEAH Policy applies to the delivery of all DFAT business, with DFAT partners required to appropriately manage risk.

In 2018, media on cases of sexual exploitation, abuse and harassment, particularly those related to Oxfam Great Britain and UN staff, sparked international concern and a call for action to increase accountability in aid programs. In response, Australia and 21 other donors made 22 commitments at the International Safeguarding Summit (October 2018) to strengthen accountability, improve support to victims/survivors and tackle impunity.

s 22(1)(a)(ii)

Senate Estimates: 3 June 2024

s 22(1)(a)(ii)

Recent Media Reporting

PSEAH

14/03/2024 [Investigation Finds World Bank Failed to Police Abuse at Kenyan Schools – The New York Times](#)

04/12/23 [World Bank accused of ‘turning blind eye’ to sexual abuse in Kenyan schools it funded – The Guardian](#)

17/10/23 [Whistleblower: The World Bank Helped Cover Up Child Sex Abuse at a Chain of For-Profit Schools It Funded | The Intercept](#)

13/09/21 [The United Nations’ Own Humanitarian Crisis | The Cut](#)

Describes a number of sexual assault and misconduct cases involving World Food Programme (WFP), United Nations Development Program (UNDP) and the United Nations Population Fund (UNFPA) staff. Article describes key factors hampering the UN's ability to deliver outcomes for victims and survivors: flaws in the UN's internal justice system; unequal power relations amongst UN personnel; and use of diplomatic immunity by perpetrators for legal protection.

s 22(1)(a)(ii)

Division: DMG | PRD | RAB - Development Risk Implementation and Evaluation Branch

PDR No: s 22(1)(a)(ii)

Senate Estimates: 3 June 2024

<p>Prepared by: Click to type your name.</p> <p>Mob: Type mobile. Ext: Type extension.</p> <p>Date: Click or tap to enter a date.</p>	<p>Cleared by Branch/Division Head:</p> <p>Mob: Type mobile. Ext: Type extension.</p> <p>Date:</p>
<p>Consultation: CSD, GHD, HPD, ISD, MPD</p> <p>Name: Type in Officer's name.</p>	<p>Date: Click or tap to enter consultation date.</p> <p>Mob: Type mobile. Ext: Type extension.</p>
<p>Cleared by CFO / FAS CMD:</p> <p>N/A</p>	<p>Date: Click or tap to enter CFO/FAS CMD clearance date.</p>

Senate Estimates: 3 June 2024

Attachment C: PSEAH Policy Incident Notification Data (FOR INTERNAL USE ONLY)**Table 1: Summary of PSEAH Policy incident notifications received by calendar year**

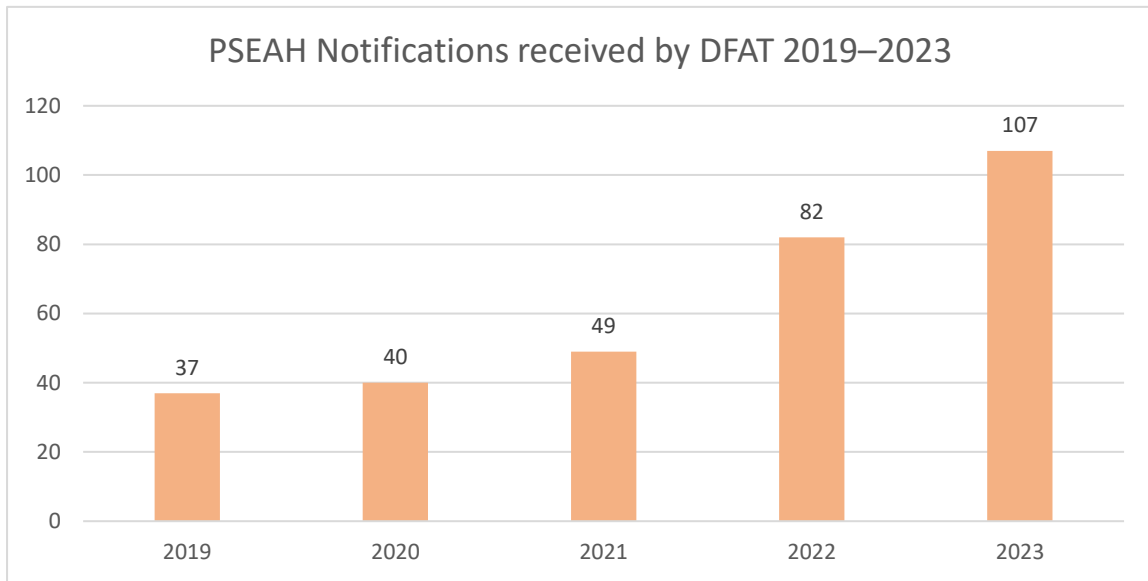
	2019	2020	2021	2022	2023
<i>Main allegation type</i>					
Sexual exploitation	5	6	10	9	9
Sexual abuse	13	19	19	21	20
Sexual harassment	18	14	16	42	67
Policy non-compliance ¹	1	0	2	4	2
Policy Other	0	1	2	6	9
<i>Relationship to Policy²</i>					
In-scope	23	28	29	57	81
Out-of-scope	11	11	19	20	15
Scope to be determined	3	1	1	5	11
<i>Case status</i>					
Open	0	0	1	1	26
Closed	37	40	48	81	81
<i>Referred to AFP / Law Enforcement</i>	5	4	11	11	10
Total notifications	37	40	49	82	107

Table 2: PSEAH Policy notification main allegation type by calendar year

Main Allegation Type	2019	2020	2021	2022	2023
Sexual Exploitation	14%	15%	20%	11%	8%
Sexual Abuse	35%	48%	39%	26%	19%
Sexual Harassment	49%	35%	33%	51%	63%
PSEAH Policy Non-Compliance	3%	0%	4%	5%	2%
PSEAH Policy Other	0%	3%	4%	7%	8%
Grand Total	100%	100%	100%	100%	100%

Senate Estimates: 3 June 2024

Table 3: PSEAH Policy notifications by calendar year



	2019	2020	2021	2022	2023
Total	37	40	49	82	107

Risk Management and Safeguards

Handling Note:

FAS PRD leads on department-wide safeguard policy matters – s 22(1)(a)(ii) Preventing Sexual Exploitation, Abuse and Harassment (PSEAH) and s 22(1)(a)(ii)

. Note: PSEAH Policy applies to all DFAT staff and business, s 22(1)(a)(ii)

Relevant FAS to answer questions on safeguards policy issues:

- CPO leads on s 22(1) PSEAH matters involving DFAT staff, including MWAH Review s 22(1)(a)(ii)

Strategic Message

s 22(1)(a)(ii)

- Australia is well regarded for our support for global efforts relating to PSEAH in development and humanitarian contexts.

PREVENTING SEXUAL EXPLOITATION, ABUSE AND HARASSMENT (PSEAH)**What is DFAT doing to prevent sexual exploitation, abuse and harassment?**

- DFAT's approach to PSEAH is outlined in our *PSEAH Policy*, released in April 2019, which:
 - sets out expectations and requirements for all DFAT staff and everyone, both here and overseas, who delivers DFAT programs or provides a service to DFAT
 - is principles-based, focusing on zero tolerance of inaction, the importance of leadership, addressing gender inequality, adopting a victim-survivor-centred approach, sharing responsibility, and enhancing transparency and accountability.
- The Policy builds on our strong track record in safeguarding. DFAT staff are expected to comply with the principles, obligations and reporting requirements in other relevant policies on conduct and ethics, and anti-harassment.
- DFAT is currently updating its *PSEAH Policy* and expect this to be finalised by mid-2025.

How does DFAT engage on PSEAH internationally?

- We advocate in international forums and engage directly with the international organisations that we partner with including the UN, IFIs and other donors.
- We participate in a cross-donor working group:
 - we agreed with member states and the UN legal office on strengthened PSEAH language for inclusion in new UN funding agreements.
 - we are collaborating on enhanced mechanisms for detecting perpetrators who move between development organisations.
- Australia supports global initiatives relating to PSEAH and works with our partners and other donors to drive continuous improvement. [*Refer to FAS GHD for SEA incidents by WHO in the DRC in 2018.*]
- Australia (MPD/HPD) supports the UN Office of the Victims' Rights Advocate (OVRA) (headed by Najla Nassif Palma), committing AUD\$500,000 for 2023–2026.

What PSEAH training does DFAT provide to staff?

- All DFAT staff must complete PSEAH eLearning training as part of their pre-post training.
- Staff working on the development program, or in a position that involves working with children, complete additional Child and Adult Safeguards training.

How many notifications has DFAT received under its *PSEAH Policy* ?

- In 2024 the Department received 124 notifications under the *PSEAH Policy*.
- DFAT's 2023-24 Annual Report states that, for the 2023-24 financial year, we received 113 external notifications from our partners, and 4 internal notifications, of alleged sexual exploitation, abuse and harassment of adults.

How does DFAT respond to notifications under its *PSEAH Policy* ?

- DFAT treats all allegations seriously and responds promptly:
 - DFAT requires all suspected or alleged incidents of sexual exploitation, abuse and harassment related to the delivery of DFAT business to be reported to DFAT.
 - DFAT does not conduct investigations into incidents unless they relate to DFAT staff – we ensure our partners respond to (and investigate where required) incidents in line with our *PSEAH Policy* and expectations.

BACKGROUND

s 22(1)(a)(ii)

Preventing Sexual Exploitation, Abuse and Harassment (PSEAH)

DFAT's *PSEAH Policy* was introduced in 2019 and reviewed in 2021 as part of the broader independent safeguard policy review. The policy is currently being updated and is expected to be released in mid-2025.

DFAT's *PSEAH Policy* applies to the delivery of all DFAT business, with DFAT partners required to appropriately manage risk.

In 2018, media on cases of sexual exploitation, abuse and harassment, particularly those related to Oxfam Great Britain and UN staff, sparked international concern and a call for action to increase accountability in aid programs. In response, Australia and 21 other donors made 22 commitments at the International Safeguarding Summit (October 2018) to strengthen accountability, improve support to victims/survivors and tackle impunity.

s 22(1)(a)(ii)

Supplementary Budget Estimates: 27 February 2025

s 22(1)(a)(ii)



Recent Media Reporting

PSEAH and Child Protection

28/10/2024 [ICC prosecutor allegedly tried to suppress sexual misconduct claims against him | International criminal court | The Guardian](#)

27/07/2024 [UNFPA boss faces abuse of office, nepotism allegations | DiploBrief](#)

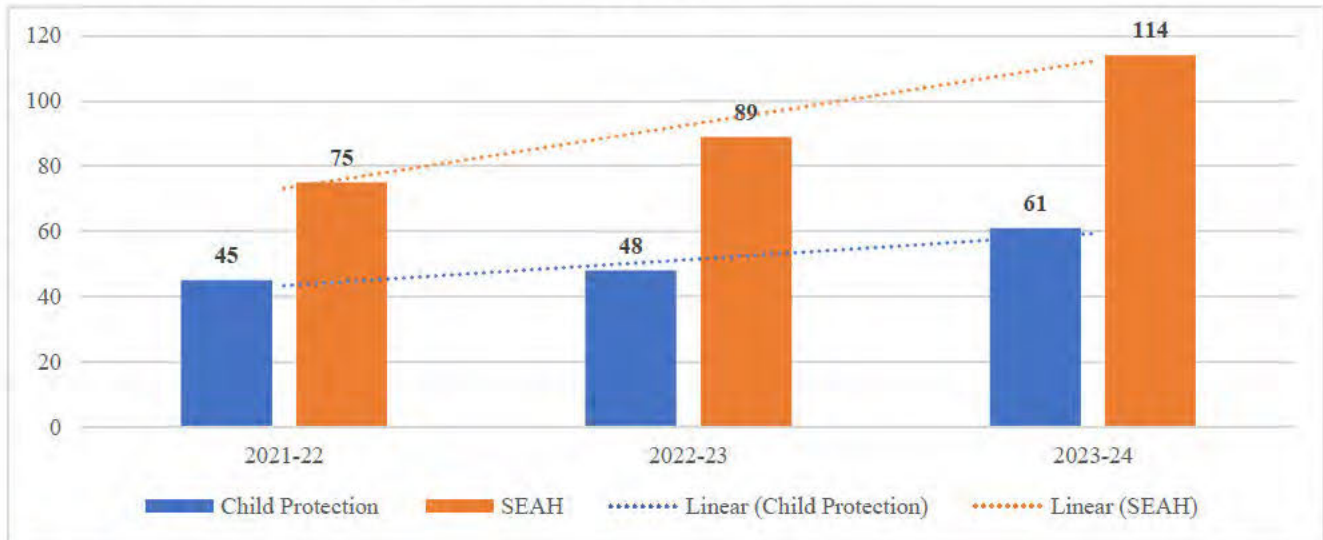
14/03/2024 [Investigation Finds World Bank Failed to Police Abuse at Kenyan Schools | The New York Times](#)

Supplementary Budget Estimates: 27 February 2025

Division: DMG PRD RAB - Development Risk Implementation and Evaluation Branch	
PDR No: EC25-000270	
Prepared by: s 22(1)(a)(ii) , Dir/HMS; s 22(1)(a)(ii) , Dir/DRM Mob: s 22(1)(a)(ii) Ext: s 22(1) Date: 17 February 2025	Cleared by Branch/Division Head: Natalie Cohen Mob: s 22(1)(a)(ii) Ext: s 22(1)(a)(ii) Date: 19 February 2025
Consultation: Enter Div/Branch/Section. Name: Type in Officer's name.	Date: Click or tap to enter consultation date. Mob: Type mobile. Ext: Type extension.
Cleared by CFO / FAS CMD: N/A	Date: Click or tap to enter CFO/FAS CMD clearance date.

Attachment: Safeguard Incident Notification Trends

Figure 1: Incident Notifications since COVID-19 by Financial Year



s 33(a)(iii)

Figure 3: Incident Notifications by Allegation Type (2018-19 to 2023-24)

