



**Fairtrade Finland**

**Protection from Sexual Exploitation  
and Abuse Policy**

**Administration**

**Date: 10.11.2021**



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## A. Objectives

Fairtrade Finland expects everyone who is involved in our work, to uphold the highest standards of professional and personal conduct at all times. Fairtrade Finland has a zero tolerance towards sexual exploitation and abuse and is committed to protecting all individuals from any forms of sexual exploitation and abuse.

This Policy sets out the roles and responsibilities to contribute to the prevention of sexual exploitation and abuse, in which it provides guidance on what constitutes sexual exploitation and abuse and the steps that can be taken to address any concerns that may arise. It is complemented by Fairtrade Finland's Child and Vulnerable Adults Protection Policy and Anti-Bullying and Anti-Harassment Policy.

## B. Scope

This policy covers all employees, Board members, associates, contractors, consultants and any other person engaged with Fairtrade Finland.

This Policy aims to prevent, detect and address acts of sexual exploitation and abuse involving:

- Board members and Board Committee members
- Employees of Fairtrade Finland ("staff members")
- Consultants, Contractors and Vendors
- Volunteers and other associates
- Interns and Student Assistants
- Partners and responsible parties engaged/contracted by Fairtrade Finland for a project or activities ("implementing partners" and "responsible parties", respectively)
- Program visitors including journalists, politicians, celebrities and fund raisers.

and applies to any behavior relating to work or in the context of work. It is expected that all employees familiarize themselves with this Policy, which is available on the Fairtrade Finland intranet and website.

## C. Definitions

### 1. Sexual Exploitation

Any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes which could be intended or unintended, direct or indirect, physical or verbal, including, but not limited to, profiting monetarily, socially, politically or individually from the sexual exploitation of another.



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## 2. Sexual Abuse

The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. All sexual activity with a child (i.e., any person below the age of 18) is considered as sexual abuse (cf. also: Child and Vulnerable Adults Protection Policy)

### **D. Commitment and Core Principles**

Fairtrade Finland is committed to prevent and mitigate the risk of sexual exploitation and abuse conducted by Fairtrade board members, employees or associated persons and to identify and act upon potential or actual sexual exploitation and abuse by staff in a timely and systematic manner. Fairtrade Finland is committed to set protocols to process complaints of sexual exploitation and abuse.

1. Sexual exploitation and abuse constitutes acts of gross misconduct and therefore are subject to disciplinary actions in accordance with applicable regulations and national legislation.
2. Sexual activity with a child is prohibited regardless of the age of majority or age of consent locally (see also: Fairtrade Finland Child and Vulnerable Adults Protection Policy). Mistaken belief regarding the age of a child is not a defense and in no way shall ignorance of the age of the person be accepted as a justification.
3. Exchange of money or things of value, employment, goods, or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour is prohibited. This includes the exchange of assistance that is due to beneficiaries.
4. Where a Fairtrade Finland board member, employee or an associated person develops concerns or suspicions regarding sexual abuse or exploitation, he or she must immediately and safely report such concerns (see also Fairtrade Finland's Whistleblower Protection Policy).
5. All Fairtrade Finland board members, employees and associated persons, whatever their positions, are obliged to create and maintain an environment that prevents sexual exploitation and abuse and promotes the implementation of the Code of Ethics and Conduct of Fairtrade Finland (Fairtrade Organization Code).
6. When appropriate, Fairtrade Finland shall report incidents of sexual exploitation and abuse as criminal prosecution and pursue legal actions to the authority in accordance with the applicable law.

### **E. Responsibilities**

1. Board



The Board will have overall responsibility for monitoring the outcomes of this policy and ensuring that Fairtrade Finland effectively works towards a zero occurrence of incidences of sexual exploitation and abuse. Executive lead responsibility will rest with CEO.

2. Occupational Safety and Health staff

Occupational Safety and Health team has a key role in supporting and advising all parties on how to effectively implement this Policy and how to effectively address any concerns. The Occupational Safety and Health team will also be responsible for collating information on the incidences of sexual exploitation and abuse and report on incidences in an aggregated format to the Board.

3. Line Managers

All line managers have a key role in implementing this Policy and actively bringing this Policy to the attention of all staff in order to promote the aims of this Policy.

4. All Individuals related to Our Work

All individuals related to our work are expected to prevent and respond to sexual exploitation and abuse. It is the responsibility of all to uphold the principles and commitments of this Policy along with the Fairtrade Organization Code and related policies including the Child and Vulnerable Adults Protection Policy.

**F. Complaint and Allegation Procedures**

Any individuals associated with Fairtrade Finland who believes that he/she has suffered any form of sexual exploitation or abuse should address the matter following the Complaint and Allegation policy.

A specific Child and Vulnerable Adult Protection Procedure further sets the principles and the operationalizing procedures and guidelines for guaranteeing children’s safeguarding in all domains of Fairtrade Finland actions.

Confidential advice on how to proceed can be obtained from Occupational Safety and Health staff.

**G. Document Change History**

Document version	Date approved and by whom	Mandatory Review	Creator
1.1	10.11.2021, Fairtrade Finland Board	Fairtrade Finland Board approves all changes.	Administration