TAKING ACTION TO PROTECT

A Practical Guide to Prevention of Sexual Exploitation, Abuse and Harassment (PSEAH)

By Pauline Schulenberg

With Tearfund Germany

June 2023
1st edition

Table of Contents

Glossary

Beneficiaries	Individuals or groups who directly receive assistance or benefits from humanitarian or development interventions aimed at strengthening their capacity (UNDP, n.d.).
Field staff	Individuals employed by HDOs who work directly in the field, often in remote or crisis-affected areas, to implement and deliver humanitarian projects and services. This includes both staff local to the field country and those deployed from abroad.
HDO	"Humanitarian Development Organization". Entities that focus on addressing the needs of individuals and communities affected by crises or development challenges, for example through disaster response, peacebuilding, poverty alleviation or capacity building.
IO	"International Office". Here, this refers to the central administrative and operational headquarters of an organization, responsible for managing and coordinating international programs and projects.
Partners	Organizations that collaborate with HDOs to implement projects in a designated country. In the context of this handbook, these partners include local community-based organizations in the field country who work together with the HDOs.
PSEAH	A term used by the UN and the humanitarian development sector, which stands for "Prevention of Sexual Exploitation, Abuse and Harassment". It encompasses a range of measures implemented to safeguard people from sexual exploitation, abuse and harassment perpetrated by their own staff and affiliated personnel (RSH, 2020). It is worth noting that in some contexts, the term is abbreviated as PSEA, omitting the "H" for harassment. However, to recognize the importance of addressing all forms of misconduct, this handbook includes the "H".
Survivor	A person who has experienced sexual abuse, exploitation or harassment. While the term "survivor" is often used interchangeably with the term "victim", this handbook adopts the term "survivor" to emphasize resilience, empowerment, and a trauma-informed approach.
Vulnerable Populations	Populations who find themselves in vulnerable positions due to poverty, disaster, conflict, or other factors such as gender, displacement or minority status. Consequently, these groups of individuals are at higher risk of experiencing harm or marginalization.

Introduction

Welcome to this practical guide to prevention sexual exploitation, abuse and harassment (PSEAH). This handbook has been crafted to equip humanitarian development organizations (HDOs) with practical guidance on implementing effective measures for PSEAH. It is a product of a four-months research project conducted for Tearfund Germany with the aim of exploring key factors for the effective implementation of PSEAH policies by HDOs. Developed based on data collected from numerous qualitative interviews with a range of experts, leaders and field staff, this handbook serves as a valuable resource for not only Tearfund Germany but also other organizations striving to create safe and secure environments for their beneficiaries, staff and partners. While it does not delve into every intricate detail of PSEAH, its primary goal is to present the often-complex information around PSEAH in a concise and actionable format. The handbook offers an overview of the key considerations, strategies and resources in PSEAH implementation. It provides practical guidelines and a range of resources to support organizations throughout their journey of implementing safe and ethical PSEAH standards in their work.

It is important to note that promoting PSEAH is a continuous process that requires ongoing commitment and vigilance from organizations. This handbook is not a blueprint to success but rather offers an overview of important aspects to PSEAH implementation to facilitate the start of this process. Furthermore, it should be emphasized that the information contained in this handbook is intended for guidance purposes only and should be adapted to the specific context and requirements of each organization. As a living document, it will be regularly updated based on new insights gained, emerging best practices, sector updates, and feedback received from practitioners in the field. By staying informed about the latest developments and tailoring their approaches accordingly, organizations can ensure that their PSEAH efforts remain effective and responsive to evolving challenges.

You are invited to explore this handbook, embrace its insights, and integrate them into your own organization's policies and practices. By doing so, you contribute to a safer and more accountable humanitarian development sector!

Who is this handbook for?

This handbook was written for practitioners that work in the humanitarian development sector. It is especially aimed at project managers of international HDOs overseeing national projects abroad, but it also serves field staff who are affiliated with the HDOs and are working with local communities and local partner organizations.

How to use this handbook

This handbook was designed to guide you, the reader, through the process of implementing PSEAH measures within your organization. The main part is divided into six sections, each focusing on one important aspect of PSEAH implementation. Within each section, you will find brief answers to the following key questions:

- *What* is the aspect about? This part provides a clear understanding of the specific aspect and its relevance to PSEAH.
- *Why* is the aspect important? Here, the significance of the aspect within the broader context of PSEAH is highlighted.
- *How* can the aspect be implemented? Practical recommendations are provided to support you in effectively implementing the aspect within your organization.
- What *resources* can be helpful in the implementation? A compilation of relevant resources is offered to assist you in implementing the aspect successfully.

At the end of the handbook, you will find a comprehensive list of questions that can assist your organization in assessing the effectiveness of its PSEAH implementation strategies. These questions serve as a self-assessment tool to measure your organization's progress and identify areas for improvement.

Important note: Remember that the key to the successful implementation of these PSEAH mechanisms and recommendations is to continuously evaluate and adapt them to fit the local context and your organization's needs. There is no "one size fits all" approach and you need to bear in mind that different circumstances require tailored strategies.

What is PSEAH and why is it important?

HDOs play an important role in helping communities worldwide that face challenges like poverty, disasters, conflict, and other difficult situations. They provide valuable services to support these communities. However, as much as development work is needed around the world, sometimes harm is done to beneficiaries by those working in, or with, HDOs. One form of harm that is especially prevalent against women and children and other people in vulnerable positions is sexual exploitation, abuse and harassment (SEAH).

What is SEAH?

The definitions of SEAH that are most widely accepted by organizations in the humanitarian development sector and are adopted for this handbook were set by the United Nations (2020).

- **Sexual exploitation:** 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.
    - **Examples**: Transactional sex and sexual favours for the exchange of money, goods, services or employment, solicitation of transactional sex, exploitative relationship, human trafficking, etc.
- **Sexual abuse:** The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
    - **Examples:** Rape, sexual assault, sex or sexual activity with anyone under the age of 18 (regardless of the legal age of consent in a country).
- **Sexual harassment:** A human rights violation of gender-based discrimination, regardless of sex, in a context of unequal power relations such as a workplace and/or gender hierarchy.
    - **Examples:** Aggressive touching, taking and distributing sexual photographs, forced viewing of pornography, verbal sexual conduct.

Factors that increase SEAH risk

There are different reasons that SEAH can happen in the context of humanitarian development. One major reason is the existence of power imbalances that allow those in power to misuse their authority and engage in SEAH. Other internal and external factors may also play a role because they can make individuals more vulnerable. Internal factors include things like age, gender, past traumatic experiences, refugee status, level of education, and more. External factors are related to the person's surroundings, such as poverty, armed conflicts, natural disasters, and so on. When these internal and external factors come together, the risk of experiencing SEAH becomes even higher (Global Fund, 2022).

Why is it important?

SEAH is not only a violation of human rights, but it can also cause significant harm for the people in the communities that HDOs want to help. It can result in even more trauma for survivors who have experienced abuse, and it can prevent them from asking for the help and support they need because they fear further instances of SEAH (Global Fund, 2022). To ensure the well-being and protection of all beneficiaries, it is crucial for HDOs working in vulnerable situations to prioritize PSEAH.

Action Steps for PSEAH Implementation

1. Organizational Measures: Policies and Staff

While the focus of this handbook is the effective implementation of PSEAH policies, it is important to briefly consider the key of a good PSEAH response: a clear policy and safe staff. Therefore, this section looks at these two important organizational measures that build the foundation for the other implementation strategies.

1.1 A Clear Policy

What is a PSEAH policy?

A PSEAH policy is a set of guidelines, principles and procedures to prevent and address incidents of SEAH within your organization's operations. It outlines your organization's commitment to create a safe environment for everyone involved, including beneficiaries, staff, volunteers and partners, and serves as a framework for preventing and addressing incidents of SEAH appropriately.

> ***Policy vs. code of conduct***
> While a PSEAH policy sets the overarching framework and principles, a code of conduct outlines the specific behaviours and actions that are expected and prohibited in relation to preventing SEAH. A code of conduct is usually part of the broader PSEAH policy. In this section, when discussing policies, a code of conduct is intended to be included.

Why is a PSEAH policy important?

Having a clear and effective policy with clear behaviour expectations is key to a successful PSEAH strategy. It is important for organizations in order to protect the often-vulnerable populations they serve, especially those receiving assistance or participating in programs implemented by the HDO. A PSEAH policy is also crucial for the HDO to fulfill their duty of care, maintain the "do no harm" standard, comply with legal requirements, and uphold their reputation and donor confidence.

How can an effective policy be created?

To create a PSEAH policy, it is helpful to look at the industry standards, get a tested framework, use that as a benchmark and tailor it to your own organization. Tested frameworks that are used by HDOs around the world include the PSEAH policies by "Keeping Children Safe" or "Core Humanitarian Standards". You can use these frameworks as a benchmark and create your own policy from them.

Another approach is to utilize an existing policy within your organization, such as a Child Protection Policy, as a starting point. By expanding upon it, you can develop a comprehensive PSEAH policy that encompasses a broader range of vulnerable groups, including adults, refugees, and others. This allows you to build upon the existing principles and guidelines while ensuring that the policy addresses the specific needs of all individuals requiring safeguarding measures.

Important points to remember

Your PSEAH policy needs to be:

- Appropriate for and tailored to the local context. When working together with partners, sometimes that requires creating a new policy rather than "throwing" a ready-made policy from a different cultural context at the partner.
- Translated into the local language.
- Shared with the community to promote transparency and accountability.
- Reviewed, and if necessary updated, frequently (ideally annually) based on the latest research.
- Understood and signed by all staff and volunteers. Therefore, training on the policy is crucial. (This will be elaborated on in the "Training" section).

Helpful resources

- "Keeping Children Safe" (KCS) Safeguarding Framework. Pages 12 to 14 specifically cover the topic of policy creation. The guide is available in English, Arabic, French, Korean and Spanish.
- "Core Humanitarian Standards" (CHS) PSEAH Index. This index states various safeguarding requirements and lets organizations determine whether they have the policies and practices in place to protect people from PSEAH.
- Tearfund UK Safeguarding Policy

1.2 Safe Staff

What is "safe staff"?

When your organization works with vulnerable populations, you need to be incredibly meticulous that your staff is safe. This means that they adhere to the principles and practices of PSEAH, have no history of committing SEAH, and are dedicated to maintaining a safe environment for fellow staff and beneficiaries.

Why is it important to have safe staff?

Safe staff is essential for upholding your organization's values, building trust, meeting legal and ethical obligations, and preserving your organization's reputation. Above all, safe staff that is dedicated to protecting beneficiaries from SEAH is crucial for a successful implementation of PSEAH measures.

How can you ensure that your staff is safe?

There are several ways of ensuring that your staff is safe. Experts in the field offered the following recommendations:

- Conduct a background check on all (incoming) staff. This includes full-time and part-time staff as well as volunteers or external consultants that may join for a short period.
- Review inter-agency misconduct data, where possible.
- Require written and verbal references including answers to PSEAH related questions.
- Set clear behaviour expectations and enforce them.
- Make PSEAH training mandatory for all staff.
- Encourage and urge staff to look out for signs of SEAH and keep each other accountable.
- Make reporting incidents mandatory.
- Exercise social control. For example, in the field, have several volunteers conduct activities together, visit households with at least one male and one female staff member, have several staff members live together in one house, etc.

Helpful resources

- Misconduct Disclosure Scheme: This scheme facilitates sharing of misconduct data between HDOs and other employers. It complements other vetting processes and works against sexual abusers moving from one organization to the next undetected. To become part of the scheme you need to sign up and answer a few questions.
- Recruitment Checklist: A sample checklist for safer recruitment provided by the IASC.

2. Reporting and Investigation Mechanisms

What are reporting and investigation mechanisms?

Reporting and investigation mechanisms are important ways to address and solve problems related to inappropriate behavior in your organization and/or projects. These methods help you listen to concerns, resolve issues, and keep people safe.

Why are they important?

Having good reporting and investigation methods is important for many reasons. It helps organizations follow their values, build trust, meet legal and ethical duties, and protect their reputation. Most importantly, it helps create a safe environment and protect people from SEAH.

How can they be implemented?

Here are some suggestions to implement effective reporting and investigation mechanism in your projects. It is important to consider cultural and contextual differences when implementing these methods. Therefore, ensure that they are culturally appropriate, survivor-centered and fit your organization's individual context.

- Display clear signs and posters with information about acceptable and unacceptable behavior, signs of PSEAH, and how to report them.
- Provide different ways for people to report incidents, such as
    - Phone numbers and third-party helplines
    - Emails
    - Letter boxes
    - Group sessions
    - Drop-in hours
- Anonymous and private: Keep reports confidential and make sure people can report without their name being known.
- Designate a trained focal points or trusted individual who can receive and handle PSEAH reports in a sensitive and supportive manner.
- Consider cultural differences, especially in honour-shame cultures, and find ways to respect people's feelings of honour and shame.
- Take all reports seriously and conduct thorough investigations, even if they seem small, unclear or lack evidence at first.
- Act quickly when you receive a report, as a fast response leads to better outcomes.
- A survivor-centered approach: Put the survivor at the center of the investigation, prioritize their wishes and ensure that their needs are met.
- Have someone who can support the person throughout the process and understand their language and culture. This could be a 'survivor-liaison officer'.

- Maintain accountability to the survivor and the community. This includes holding your own staff and that of partner organizations accountable.

Helpful resources

- The [PSEAH Resource & Support Hub](#) offers effective community-based reporting mechanisms and guides you through the process.
- [PSEAH Reporting Poster](#): A downloadable example of what a poster can look like to remind staff (and community) to report incidents.
- [PSEAH Report Card](#): A downloadable example of what a PSEAH report card can look like.
- [Safe and Accessible Reporting](#): The IASC offers a variety of different reporting mechanisms that you can tailor to your specific context.
- [Investigating Allegations of Sexual Exploitation and Abuse](#): A toolkit with guidelines on how to conduct investigations into SEAH allegations.
- [Safecall](#). This is an independent third-party whistleblowing service who provide a professional and confidential means of reporting. You can file an incident report online or call a phone number in over 150 countries. They have 24/7/365 coverage and Safecall will then coordinate the investigation with your organization. You can make a report [here](#).

3. Monitoring and Evaluation

What is monitoring and evaluation?

Monitoring and evaluation (M&E) is a crucial process to ensure that your organization's PSEAH policies are working well and fulfilling their intended purpose. It focuses on checking compliance with essential rules and regulations by all staff involved in a project. This includes, for example, monitoring and evaluating the staff awareness as well as the functionality of reporting mechanisms.

Why is M&E important?

M&E is crucial because it allows your organization to track progress, identify areas for improvement, and ensure that PSEAH policies and measures are being followed. Additionally, it helps your organization stay accountable and fulfil their commitment to protecting the people they serve.

How can M&E be implemented?

- Staff awareness: Check if staff know and understand the PSEAH policies, including how to report incidents and take appropriate actions.
- Keep track of partner organizations to see if they are following the rules, such as completing training, having reporting systems and solid investigation procedures, and understanding the topic.
- Use suitable tools and resources, like spreadsheets or report cards, to keep track of progress and conduct evaluations.
- Consider getting external audits from organizations like the Core Humanitarian Standards (CHS).
- If you are working with a local organization, decide how much involvement you need in monitoring and evaluation. Balance your oversight with the partners' responsibility based on your expectations and requirements.
- Conduct regular assessments and evaluations, either by visiting in person or using remote methods, to see if you need to make any improvements.

Helpful resources

- CHS Framework: This is a set of guidelines and indicators that help organizations assess their quality and accountability in providing assistance and protection.
- Protection and Accountability Handbook: This handbook provides guidance on integrating protection principles into humanitarian programs. It includes information on M&E in Section 5.

- WHO's Strategy to PSEAH: WHO offers a comprehensive monitoring and evaluation framework that offers different implementation strategies.
- IASC M&E Resource Bank: A comprehensive collection of different resources for M&E, including spreadsheets, templates, surveys, indicators, guidance notes and more.
- The PSEAH Index by the CHS presents elements of accountability and quality that can be relevant for your M&E strategies.

4. PSEAH Training

What is PSEAH training?

PSEAH training is an essential strategy for your organization to successfully implement PSEAH policies. It involves providing comprehensive education to both IO staff and local field staff members about what PSEAH is, what rules are in place and how to follow them. The training provides them with the knowledge to detect unacceptable behaviour, report incidents, conduct thorough investigations and take appropriate action. Importantly, it fosters a culture of responsibility and encourages staff to hold each other accountable.

Why is PSEAH training important?

Training is crucial because it ensures that staff members understand their role in keeping everyone safe. When staff members know about PSEAH policies and how to implement them, it also means they know what to look out for, and it encourages them to report any problems they see. Well-trained, accountable and motivated staff contribute to a culture that prioritizes the safety and well-being of beneficiaries and all stakeholders involved.

How can PSEAH training measures be implemented?

- Ensure all staff members, from the CEO and IO employees to field staff and volunteers, complete annual basic safeguarding training.
- Provide specialized training to the programs team responsible for international projects, with a focus on developing policies and handling complaints.
- If you use your own (online) training modules, review and update them regularly to match the latest policies and strategies on PSEAH.
- Collaborate with other advanced organizations and consider using their training materials to avoid "reinventing the wheel".
- Engage local trainers or consultants who know the local culture you operate in to deliver the training in the field. They understand the challenges and deliver more appropriate and relevant training.
- Offer condensed versions of your training for your field staff if necessary, focusing on effective reporting and acceptable/unacceptable behaviours.

Helpful resources:

- Tearfund PSEAH Training: This training is available only for Tearfund organizations on the Learning Pool website. You can complete the training at your own pace.
- Saying No To Sexual Misconduct - Training: Provided by IASC for staff members. Available in various different languages and also as a PowerPoint Presentation.

- [SEA(H) Investigation E-Learning course](): A course developed by the IASC to provide support on how to investigate allegations of SEAH. It can be accessed through [DisasterReady.org]() (registration needed).
- [IFRC PSEAH video series](): This collection of short videos around (7-12 minutes) tailors PSEAH action steps to specific audiences. This includes volunteers, security, focal points, managers and leaders, and HR.

5. Community Awareness and Engagement

What is community awareness and engagement?

Community awareness and engagement means making sure that people in the community know about and get involved in preventing and addressing PSEAH. It's important to raise awareness and actively involve community members in this effort for several reasons.

Why is community awareness and engagement important?

Community awareness and engagement are important because they empower people in the community to recognize and stop SEAH. When we spread awareness, communities become more watchful and take action to keep everyone safe. When everyone in the community is engaged, it shows that we all have a responsibility to create a secure environment.

How can community awareness and engagement be implemented?

- Spread the word and share information about PSEAH through community meetings, workshops, posters, and maybe even social media. Make sure the messages are easy to understand and reach everyone in the community.
- Create safe spaces where people can have open conversations about PSEAH. Encourage community members to share their thoughts, concerns, and experiences related to these issues.
- Work together with local leaders and organizations to address PSEAH together. By joining forces, you can make better use of resources and knowledge.
- Provide training sessions and programs to help community members identify and report incidents of SEAH. Teach them about their rights and the support available to them. Empower them to make use of the resources you offer.
- Set up ways for community members to report incidents safely and confidentially. Make sure that reported cases are handled appropriately and with care.
- Continuously seek feedback from the community to understand how well your awareness and engagement efforts are working. Listen to the community and use their input to improve and make the community more involved.

Helpful resources:

- [UNHCR Guidelines on Communicating with Communities](): This website provides theory, good practices, and recommendations for effective communication and engagement with affected communities in humanitarian settings.
- [CDAC Network](): The Communicating with Disaster Affected Communities (CDAC) Network is a collaborative initiative to prioritise engaging and communicating with communities. Many big HDOs are part of it.

- Good touch bad touch flipbook: This flipbook was created as a resource to communicate (P)SEAH to children in Asia in a creative way.
- The IASC provides a variety of other resources for community engagement and awareness. The material is available in many different languages.

6. Adapting to the local context

What does it mean to adapt to the local context?

Adapting to the local context means customizing policies, guidelines, training materials, and language to suit the specific cultural environment in which an organization operates. It involves adjusting approaches to ensure that they are appropriate and respectful of the local culture, values and sensitivities.

Why is it important to adapt to the local context?

Adapting to the local context is crucial because cultural perceptions and understanding of PSEAH can vary greatly across different countries and regions. By tailoring your efforts to align with local customs and norms, you can effectively communicate your message and engage with the community. This approach shows respect for the local culture and increases the likelihood of acceptance and understanding.

How can we adapt our PSEAH strategies to the local context?

- Take the time to learn about and understand the cultural nuances, traditions and sensitivities of the community in which you are operating. This will help you adapt your policies and approaches accordingly.
- Customize training materials, guidelines and language to align with the cultural context. Use appropriate terminology and ensure that illustrations, examples and visuals are culturally sensitive and relatable.
- Involve local community members and partners in the adaptation process. Listen to their perspectives and insights to ensure that your efforts are culturally appropriate and effective.
- Collaborate with local experts, consultants or organizations who have a deep understanding of the local context. Their guidance can help you navigate cultural considerations and make informed decisions.
- Adaptation requires flexibility and an open mind. Be willing to adjust your approaches and strategies based on the feedback and needs of the local community.
- Regularly evaluate the effectiveness of your adapted approaches and make necessary adjustments. Seek feedback from community members and partners to ensure ongoing improvement.

Helpful resources

Note: These resources may not focus solely on PSEAH, but they still provide valuable insights and tools for adapting interventions to the local context, which can be applied to PSEAH measures as well.

- [Culture matters](): This website offers resources, case studies, trainings and other practical tools for working effectively in intercultural contexts.
- [The Sphere Handbook](): is a widely recognized resource for humanitarian response. It includes guidance on adapting humanitarian response strategies to the local context and takes into account cultural, social, and political factors. It is available in over 40 languages.
- Many resources related to community engagement also have relevant sections on cultural adaptation.

Checklist questions

To assess the effectiveness of your organization's PSEAH measures, you can ask yourself the following questions:

1. **Policies and Staff:**
   o Do we have a comprehensive PSEAH policy in place that outlines our commitment, guidelines and procedures?
   o Is our policy aligned with international standards, legal frameworks and best practices?
   o Does our policy explicitly cover reporting and investigation mechanisms for SEAH?
   o Is our policy appropriate for the local context we operate in? Do we need to make any changes in a specific context?
   o Have we established clear policies and procedures regarding staff behaviour?
   o Do we have comprehensive recruitment and selection processes in place that include background checks, references, and verification of qualifications?
   o Do we have mechanisms in place for ongoing monitoring and evaluation of staff behaviour and compliance with safeguarding policies?

2. **Reporting and investigation measures**
   o Have we established clear and accessible channels for reporting PSEAH incidents within our organization?
   o Do staff members, beneficiaries, and other stakeholders know how and where to report PSEAH incidents, including the steps to follow and the confidentiality measures in place?
   o Are reporting mechanisms available in multiple languages and formats to ensure inclusivity and accessibility?
   o Have we designated trained focal points or trusted individuals who can receive and handle PSEAH reports in a sensitive and supportive manner?
   o Is there a well-defined protocol for responding to and investigating reported incidents, including the involvement of relevant internal and external stakeholders?
   o Do we have mechanisms in place to protect and support survivors who come forward with PSEAH reports, including providing access to medical, legal, and psychosocial services?
   o Do we regularly review and update our reporting mechanisms based on feedback and lessons learned to improve their effectiveness and efficiency?
   o Are there provisions in our reporting system to track and monitor the progress of reported cases, ensuring that appropriate actions are taken, and justice is served?

3. **Monitoring and evaluation**
   - Have we established a robust system for monitoring and evaluating the implementation of our PSEAH measures?
   - Do we regularly collect data and feedback from staff, beneficiaries, and other stakeholders to assess the effectiveness of our PSEAH initiatives?
   - Are there mechanisms in place to track and analyze reported incidents, investigations, and the outcomes of disciplinary actions?
   - Do we use the insights gained from monitoring and evaluation to make informed decisions and improve our PSEAH policies and practices?

4. **Training**
   - Have we developed comprehensive and tailored training programs on PSEAH for all staff members, including managers, field staff, and volunteers?
   - Do our training programs cover topics such as recognizing signs of abuse, understanding power dynamics, and promoting a safe and inclusive environment?
   - Are training sessions conducted regularly, and do they incorporate interactive and participatory methods to enhance learning and retention?
   - Do we provide opportunities for staff members to receive specialized training on specific topics related to PSEAH, such as working with survivors or trauma-informed approaches?

5. **Community awareness and engagement**
   - Do we actively engage and collaborate with the local community to raise awareness about PSEAH issues?
   - Have we developed culturally sensitive and context-specific educational materials and campaigns to promote PSEAH awareness?
   - Are community members informed about their rights and the available reporting mechanisms for PSEAH incidents?
   - Have we established partnerships with local organizations, schools, and community leaders to support PSEAH education and prevention efforts?
   - Do we regularly collect feedback and input from community members to ensure their active participation in our PSEAH efforts?
   - Do we use culturally appropriate communication methods and materials to engage with different communities and address their specific needs?
   - How do we assess the outcomes and impact of our community engagement activities? Do we make adjustments based on the feedback received?

6. **Adapting to the local context**
   o Do we conduct regular evaluations and assessments of our PSEAH measures to identify areas for improvement?
   o Is there a process in place to consult and collaborate with local stakeholders to understand their specific needs and challenges?
   o How do we consider cultural sensitivities and norms when discussing and addressing PSEAH issues within the local context?
   o Do we engage in regular dialogue with local community members to understand their cultural norms, values, and beliefs regarding PSEAH?
   o Is there flexibility in our approach to accommodate variations in local practices and customs while ensuring the safety and well-being of individuals?
   o Are we sensitive to power dynamics and gender considerations when adapting our PSEAH measures to the local context?
   o How do we integrate local cultural practices, traditions, and languages into our awareness-raising and prevention initiatives to make them more relatable and effective?