

## **Christian Aid**

### **Frequently asked questions**

#### **What's our policy on sexual misconduct?**

Christian Aid has investigated two incidences of sexual misconduct in the past 12 months- both of these took place overseas. One investigation led to the dismissal of a staff member, while the other case resulted in disciplinary action (not dismissal).

In both cases, no laws were broken, and neither involved incidents against minors (children or young people under 18). One of the cases was internal to Christian Aid, and the other case did not involve any individuals who were receiving support from Christian Aid.

However, the staff members involved did not live up to the standards and expectations outlined in our code of conduct. We reported the case to the Charity Commission at the time. They informed us they were satisfied with the actions of Christian Aid and our Trustees, and that no further action was required.

Christian Aid is a signatory to codes of conduct across the charity sector. We also have a range of policies and procedures aimed at preventing sexual harassment committed by any individual representing Christian Aid.

We continuously review and refresh our policies and practices, to prevent and censure such behaviour. We support staff to report any concerns or incidents freely and without fear, and we protect and support individuals who report or have experienced such incidents.

#### **What's our response to reports of sexual misconduct by Oxfam staff in Haiti in 2011?**

We are saddened by the accounts of deplorable behaviour from a group of individuals who have abused their power, exploited their position, and sought to subvert systems designed to protect vulnerable people in Haiti. Through their unacceptable actions, they have undermined the vital, effective and life-changing work carried out by Oxfam, as well as by other aid and humanitarian organisations worldwide.

We must not let the actions of a few individuals stop us from providing vital support and help to those most in need, including in Haiti. We must continue to stand by vulnerable people, like Marcelin and his daughters who are struggling with the aftermath of disasters.

#### **Reports indicate that staff in question left Oxfam to join other agencies. What's our response?**

Christian Aid always follows robust recruitment procedures, such as securing references and carrying out Counter Terrorism checks where required. If any issues arise during recruitment processes - through references, whistleblowing or even a verbal comment - we would always investigate and take appropriate action.

#### **What work does Christian Aid do in Haiti?**

We've been working in Haiti through our local partners since the 1980s. We support local people with everything from building secure livelihoods to protecting human rights.

Our local partners also help people prepare for and respond to disasters. For example, ahead of Hurricane Matthew in 2016 we were able to warn local communities, helping evacuate around 5,000 families and saving many lives. In the immediate aftermath people were helped with shelter kits, hygiene kits, food seeds and cash transfers. We also build disaster-resistant homes to give people safe, secure places to live.