



LUTHERAN DEVELOPMENT SERVICES

Sexual misconduct - exploitation, sexual abuse, sexual harassment (SEAH), sexual violence by LDS personnel violates the rights and well-being of the people we serve and the people with whom we serve.

Such behaviours are directly in opposition to LDS values and our abiding responsibility to do no harm. Sexual exploitation and abuse (SEA) of the populations we serve, and sexual harassment (SH) of our own workforce require similar prevention and response approaches because they stem from the same power differentials, inequities, drivers, and risks.

Using the umbrella term, sexual misconduct, clarifies that these acts pertain to the LDS workforce, are prohibited, and therefore lead to disciplinary action.

LDS has zero tolerance for any form of sexual misconduct, for inaction and for retaliation against those who raise complaints or bear witness. Our work prioritizes the rights and needs of victims and survivors.

LDS PSEA FRAMEWORK
ZERO TOLERANCE TO SEXUAL MISCONDUCT



Human
resources policy

Safeguarding
policy

Complaints and
feedback
mechanism

Protection from
Sexual
Exploitation
Abuse Policy

Code of
Conduct

Whistleblowing
policy

- Training and capacity building of LDS staff and partners
- Signing as evidence of committing to comply with PSEA Policy
- Clearly defined steps of action for PSEA grievances

Appointment of PSEA focal person for reporting
Investigations
Documentation and reporting

Medical treatment, legal assistance and psychosocial support as appropriate and according to the wants and needs of the survivor whilst also taking account of confidentiality, cultural sensitivities and survivor safety.

Penalties for perpetrators based on LDS code of conduct
Use of courts