



APPEL DE GENÈVE
GENEVA CALL

Geneva, 8th March 2018

Geneva Call's systems to prevent, detect and respond to misconduct

To whom it may concern,

Like many others, Geneva Call was deeply shocked by the recent revelations of the allegations about misconduct of some humanitarian workers. Geneva Call internal records are empty of any accusation against staff members, present or past, who would have engaged in such behaviour. However, we consider our responsibility to proactively recall our supporters with the organization's ethical standards and its engagement to convey a message of "zero tolerance" for sexual violence, harassment and discrimination but also for abuse of power.

Geneva Call has a *Sexual Violence, Harassment & Discrimination Policy* which applies to and is signed by all staff members, whether they work at the headquarters or in the field, full or part time, on a long or short term contract, on a voluntary and unpaid basis, and to consultants. Geneva Call is currently scaling up these standards in its agreements with partner organizations.

This policy encourages reporting of any misbehavior and sets up reporting mechanisms ensuring the confidentiality of such reporting for victims and the whistle-blowers. It also details the procedures in place to investigate any relevant complaint/concern brought to the attention of Geneva Call and mentions the disciplinary measures Geneva Call could take in case of violations, ranging from immediate dismissal to administrative and criminal proceedings.

Should such cases arise Geneva Call would also provide support to the victim by liaising with mental and physical health specialists.

Restoring confidence in the humanitarian sector is a must that Geneva Call will care about with vigilance and zero tolerance.

Yours sincerely,



Alain Délétroz
Director General