



CAMASSISTANCE HEALTH SCIENCE, MANAGEMENT AND RESEARCH INSTITUTE

The CAMASSISTANCE Health Sciences, Management and Research Institute Policy on Preventing and Responding to Sexual Exploitation, Abuse, and Harassment (PSEAH)

1. Purpose and Scope

The purpose of this policy is to outline the commitment of **CAMASSISTANCE Health Sciences, Management and Research Institute** to a zero-tolerance environment regarding sexual exploitation, abuse, and harassment.

- **Who it applies to:** All employees, contractors, consultants, students, volunteers, and partners.
- **Where it applies:** The workplace, research field sites, clinical settings, and any professional engagements (conferences, digital communications).

2. Core Definitions

To ensure clarity, CAMASSISTANCE adopts the following definitions:

- **Sexual Exploitation:** Any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes.
- **Sexual Abuse:** Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
- **Sexual Harassment:** Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature that creates a hostile environment.

3. Standards of Conduct

All personnel associated with CAMASSISTANCE are strictly prohibited from:

1. Engaging in sexual activity with any person (beneficiary, patient, or community member) in exchange for assistance, services, or preferential treatment.
2. Engaging in sexual relationships with beneficiaries of assistance, as these are based on inherently unequal power dynamics.
3. Engaging in any form of sexual harassment against colleagues or students.

4. Reporting Mechanisms

CAMASSISTANCE maintains a "Survivor-Centered Approach," prioritizing the safety, confidentiality, and needs of the victim.





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Channel	Description
Whistleblower Hotline	A dedicated, encrypted phone line or email address.
PSEAH Focal Points	Designated trained officers within the Management and Research departments.
Anonymous Drop-box	Physical boxes located in non-monitored areas of the institute.

5. Response and Investigation Procedure

1. **Immediate Support:** Within 24 hours of a report, the survivor must be offered medical, psychological, and legal support.
2. **Confidential Investigation:** A neutral internal or external committee will investigate the claims.
3. **Disciplinary Action:** If allegations are substantiated, sanctions may include immediate termination of employment, expulsion (for students), and referral to local law enforcement.

6. Prevention and Training

- **Mandatory Induction:** All new hires must complete PSEAH training before beginning their duties.
- **Vetting:** Rigorous background checks for all personnel, especially those in clinical or field research roles.
- **Awareness:** Visible signage throughout the institute detailing the "Code of Conduct" and reporting channels.

7. Responsibilities of Management

The leadership of CAMASSISTANCE is responsible for:

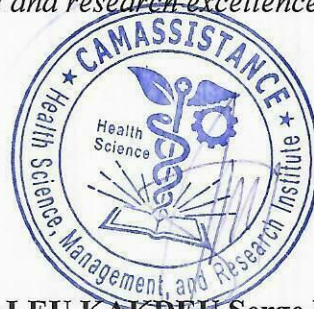
- Leading by example and fostering a culture of respect.
- Ensuring that reporting a violation does not result in retaliation against the whistleblower (**Non-Retaliation Policy**).
- Allocating sufficient resources for the implementation of this policy.





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Statement of Commitment: *"CAMASSISTANCE believes that every individual has the right to live and work free from fear, violence, and exploitation. We are dedicated to upholding the highest ethical standards in our pursuit of health science and research excellence."*



Professeur EMALEU KAKDEU Serge Blaise

Président Directeur Général

CAMASSISTANCE Health Sciences, Management and Research Institute



CAMASSISTANCE HEALTH SCIENCE, MANAGEMENT AND RESEARCH INSTITUTE

Employee & Affiliate Code of Conduct:

PSEAH Acknowledgment

Institution: CAMASSISTANCE Health Sciences, Management and Research Institute

Subject: Prevention of Sexual Exploitation, Abuse, and Harassment (PSEAH)

1. Core Commitments

By signing this document, I, the undersigned, commit to the following standards of behavior:

- **Respect for Dignity:** I will treat all colleagues, students, research participants, and patients with dignity and respect, regardless of gender, status, or background.
- **Prohibition of Exploitation:** I understand that any sexual activity with beneficiaries of CAMASSISTANCE services (including patients or research subjects) is strictly prohibited, as it constitutes an abuse of power.
- **Zero Tolerance for Harassment:** I will refrain from any form of unwelcome sexual advances, comments, or physical contact. I understand that "consent" cannot be freely given in a dynamic where a power imbalance exists.
- **Duty to Report:** I acknowledge my responsibility to report any concerns or suspicions of sexual exploitation or abuse through the institute's confidential channels.

2. Accountability & Consequences

I understand that:

1. **Investigation:** Any reported breach of this code will lead to a formal, confidential investigation.
2. **Sanctions:** Violation of PSEAH standards is considered **gross misconduct**. If substantiated, it may result in immediate termination of employment or contract without notice, and potential legal prosecution.
3. **Non-Retaliation:** I am protected by the Institute's policy when reporting in good faith; however, making false or malicious accusations is also a violation of this code.





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3. Declaration of Agreement

I have received a copy of the **CAMASSISTANCE PSEAH Policy**. I have read it, understood its contents, and agree to abide by the rules and procedures outlined therein.

Full Name: _____

ID/Passport Number: _____

Department/Position: _____

Signature: _____ Date: //2026

Internal Use Only

Received and filed by: Name of PSEAH Focal Point:

Signature: _____ Date: //2026

