



Cambodia Protection of the Sexual Exploitation and Abuse



ឆ្ពោះទៅរកកម្ពុជាធូលីជនគ្មានមីន ឆ្នាំ២០២៥!
TOWARD A MINE FREE CAMBODIA, 2025!



Impression of the PSEA Research

- Thanks to include Cambodia in the PSEA research
- A good opportunity for Cambodia to see the usefulness of the PSEA policies to ensure that sexual exploitation and abuse should be highly taken into consideration in mine action sector (for demining operators, beneficiaries and other stakeholders).
- A wake-up call for CMAA to look into the issue carefully
- Prompt Cambodia to develop the policies and mechanism to address this issue in mine action programme.



CMAA is developing the policy to ban Sexual Harassment at the Workplace, and the code of conduct of Sexual Exploitation and Abuse.



STOP
SEXUAL
EXPLOITATION
AND ABUSE

Why?

- Acknowledge that cannot absolutely avoid all incidence of SEA
- May happen between persons of the opposite sex and of the same sex
- Substantial involvement in mine action programme between mine action organisations, beneficiaries and other stakeholders
- Protection of those people in most vulnerable positions (children, persons with disabilities, women, elderly) are the accountability of the national authority and mine action organisations to the communities, its staff and other stakeholders.



The Policy to ban Sexual Harassment at the Workplace

What does the policy cover?

- Describe CMAA position on sexual harassment at the workplace
- Scope of the policy
- Describe what it means by sexual harassment. Raise awareness of people of what are defined as sexual harassment is key to ensure the workplace is free from harassment
- Policy implementation mechanism
- Report and response mechanism
- Disciplinary measures
- Responsibility of managers (for maintaining a working environment free of offensive behaviour, rejection, intimidation or humiliation).





The Code of Conduct of Sexual Exploitation and Abuse

ZERO TOLERANCE
FOR SEXUAL EXPLOITATION AND ABUSE



Honouring our values

What does the code of conduct cover?

- To cover staff of the CMAA and those who are working in the mine action sector in Cambodia
- Define what it means by sexual exploitation and abuse and forms of sexual exploitation and abuse
- Zero-tolerance policy.





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ZERO TOLERANCE
FOR SEXUAL EXPLOITATION AND ABUSE



Honouring our values

Sexual exploitation includes any actual or attempted use or abuse of a position of power or trust for sexual purposes, including but not limited to profiting financially, socially or politically from the sexual exploitation of another. Sexual abuse includes an actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Exchange of money, employment, food, goods or services or other preferential treatment for sex, sexual favours or other exploitative behaviour is expressly prohibited.





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Your continuous support and assistance to the development and implementation of the policy are very much welcome and appreciated.

Thank you very much for your attention.

