### GBV response according to UNRWA policies and regulations

#### GBV PERPETRATOR
- **SEXUAL HARASSMENT (SH):**
  - Pay for sex with money, employment, preferential treatment, goods or services.
  - Sexual relationships or activities with anyone under the age of 18.

#### GBV SURVIVOR
- **SEXUAL HARASSMENT (SH):**
  - Off-color jokes about the physical appearance of a colleague.
  - Request of sexual activity to obtain a promotion.

#### GBV PERPETRATOR
- **SEXUAL EXPLOITATION AND ABUSE (SEA):**
  - Request of sexual activity to obtain a promotion.
  - Off-color jokes about the physical appearance of a colleague.

#### UNRWA TREATS IT AS:
- GBV PERPETRATOR
- GBV SURVIVOR

#### UNRWA RESPONSE
- **GBV SURVIVOR:**
  - If beneficiary is a minor: Refer to the Field Legal Office.
  - GBV SPECIALISED STAFF, CHILD PROTECTION SPECIALIST, and GBV SPECIALISED STAFF.

#### YOUR RESPONSE AS UNRWA STAFF
- Inform all beneficiaries of their rights and the complaint system.
- Mandatory reporting of any concern or suspicion regarding sexual exploitation or abuse by fellow worker.
- Create and maintain an environment that prevents sexual exploitation and abuse.

### GBV in Emergencies (GBViE)

#### External Referral
- Internal and external referral to GBV SPECIALISED STAFF.
- Child Protection Specialist (if required)

#### Internal Referral
- GBV SPECIALISED STAFF, INTERNAL AND EXTERNAL REFERRAL.
- GBV SPECIALISED STAFF, INTERNAL AND EXTERNAL REFERRAL.

#### UNRWA NETWORK: GBV Focal Points & GBV JFO Team
-GBV Hotlines
-GBV NETWORK: GBV Focal Points & GBV JFO Team

### Other forms of GBV of concern to UNRWA

#### UNRWA TREATS IT AS:
- GBV PERPETRATOR
- GBV SURVIVOR
- GBV PERPETRATOR

#### UNRWA RESPONSE
- Police
- Field Security
- UNDSS
- Field Legal Office

#### YOUR RESPONSE AS UNRWA STAFF
- Follow and adhere to security recommendations and procedures.
- Be aware of the contact details of the relevant staff.
- Provide Psychological First Aid.
- Refer immediately to GBV specialized staff.
- Ensure and protect confidentiality, safety and dignity of the beneficiary.

#### UNRWA TREATS IT AS:
- (Other) GBV

#### UNRWA RESPONSE
- Only if beneficiary is a minor:
- Child Protection Specialist and GBV SPECIALISED STAFF.

#### YOUR RESPONSE AS UNRWA STAFF
- Familiarize with relevant documents.
- Assume that GBV is happening and increasing during emergencies and treat it as a serious and life-threatening problem.

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### GBV Hotlines

- **GBV NETWORK: GBV Focal Points & GBV JFO Team**

#### GBV NETWORK:
- GBV Focal Points & GBV JFO Team
- UNRWA Hotline: 079 14 07112
- International Staff Lines: 079 55 44 137
- Field Legal Office: 079 55 44 137

#### GBV HOTLINES
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#### OTHER GBV
- GBV SURVIVOR
- GBV PERPETRATOR

#### UNRWA RESPONSE
- GBV SURVIVOR
- GBV PERPETRATOR

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- GBV SURVIVOR
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#### OTHER GBV
- GBV SURVIVOR
- GBV PERPETRATOR

#### UNRWA RESPONSE
- GBV SURVIVOR
- GBV PERPETRATOR

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