



## YERELDEN KALKINMA DERNEĞİ POLICY TO COMBAT SEXUAL EXPLOITATION AND ABUSE

**Introduction:** As Yerelden Kalkınma Derneği, we take a firm stand against all forms of exploitation and abuse based on gender. Respecting human dignity and adopting a human rights-based approach are among our core values. Ensuring the safety of our employees, volunteers, and the communities we serve is vital for upholding our ethical standards.

Sexual exploitation and abuse are serious offenses that undermine individual dignity, jeopardize safe working environments, and erode societal trust. Such acts not only harm the victims but also damage the reputation of the organization and weaken social ties. Therefore, Yerelden Kalkınma Derneği follows a zero-tolerance policy against sexual exploitation and abuse and is committed to taking all necessary measures to prevent and report such incidents.

This policy aims to ensure that everyone working within the association and all stakeholders collaborating with us act with sensitivity and awareness regarding sexual exploitation and abuse. Through the guidance and support provided under this policy, reporting incidents of misconduct and developing effective solutions are encouraged. This policy document reflects the mission and values of our association and contributes to our shared goal of building an inclusive, safe, and dignified society.

**Purpose and Scope of the Policy:** The purpose of this policy is to provide a framework for the prevention, detection, and effective response to incidents of sexual exploitation and abuse. It aims to create a safe environment within Yerelden Kalkınma Derneği and ensure a respectful and dignified atmosphere for employees, students, and all relevant stakeholders. Additionally, the policy provides guidance on the steps to be taken in the event of such incidents.

This policy applies to all members, employees, volunteers, and the communities benefiting from Yerelden Kalkınma Derneği's services. It covers incidents of sexual exploitation and abuse that may occur at the association's headquarters, during events, or on any platform where the association is represented. Implementation of this policy will be conducted in accordance with local legal regulations and international human rights standards.

### Definitions of sexual exploitation and abuse

**Sexual Abuse:** Sexual abuse refers to inappropriate, forced, or unequal sexual acts or threats, including assault and rape. It also encompasses exposure to or sharing of unwanted sexual texts, images, or similar content.

**Sexual Exploitation:** Sexual exploitation involves the actual abuse or attempted abuse of a position of vulnerability, power, trust, and/or dependence for sexual purposes. This includes offering or promising monetary, social, or political benefits as a form of inducement or coercion.

**Sexual Solicitation:** Sexual solicitation refers to any sexual or sexually explicit acts in exchange for money, goods, services, opportunities, etc. It also includes actions such as exposure to inappropriate photographs, videos, and pornography.

### Anti-Sexual Exploitation and Abuse Policy Principles

**Zero Tolerance:** A strict zero-tolerance policy is adopted against incidents of sexual exploitation and abuse. All cases of abuse are taken seriously and reported to legal authorities.

**Supportive Environment:** A safe, respectful, and supportive atmosphere is created within the association. An environment prioritizing the emotional and physical safety of every individual is ensured.





**Education and Awareness:** Regular training and awareness programs are conducted to ensure all members, employees, and volunteers are informed about sexual exploitation and abuse.

**Prompt and Effective Response:** Immediate action is taken upon allegations of sexual exploitation and abuse, and legal authorities are notified. During this process, victims are provided with legal and psychological support by the association's lawyers and psychologists.

**Collaboration and Resource Sharing:** Resources are shared by collaborating with other organizations and experts. Social networks are established to provide the best support services for victims.

**Transparency:** Regular reporting is conducted on the implementation and outcomes of the policy. Transparency is ensured through open communication with members.

**Continuous Improvement:** The policy is regularly reviewed and updated. Feedback is taken into account to develop more effective methods in combating sexual exploitation and abuse.

These principles provide a strong foundation for preventing and addressing sexual exploitation and abuse. All members of our association are encouraged to adhere to these principles.

**Board for Combating Sexual Exploitation and Abuse:** The committee was established to ensure the safety of all members, employees, and individuals acting on behalf of Yerelden Kalkınma Derneği against unlawful acts such as sexual exploitation and abuse. It consists of 4 members: 3 principal members and 1 alternate member. The committee members were elected by a majority vote through the Board of Directors (BoD) decision dated December 6, 2024, and numbered 16. Özlem ÖZTÜRK was elected as Chair, Hebun Ronahi DAYSAL as Vice-Chair, Helin ÇEVİRCİ as a Principal Member, and Eyyüp BULUT as the Alternate Member. Any changes to the committee members also require a BoD meeting decision.

**Roles and Responsibilities of the Committee:**

- **Policy Development:** Formulating and updating policies on sexual exploitation and abuse.
- **Implementation and Monitoring:** Ensuring the effective implementation of these policies in the association's activities and conducting regular audits.
- **Education and Awareness:** Providing regular training and raising awareness among association members and employees on sexual exploitation and abuse.
- **Reporting and Intervention:** Reporting allegations of sexual exploitation and abuse to the appropriate legal authorities and ensuring support for victims.

**Obligations:** Yerelden Kalkınma Derneği requires all its members, employees, volunteers, and partners to adhere to specific responsibilities in the fight against sexual exploitation and abuse. These responsibilities are as follows:

1. **Ethical Conduct Obligation:** Association members and employees are required to comply with the ethical principles established by the association. Respecting gender equality, avoiding discrimination, and adopting a preventive stance against all forms of sexual abuse are fundamental responsibilities.
2. **Complaint and Reporting Obligation:** Anyone who witnesses or suspects sexual exploitation or abuse is required to report the situation immediately to the appropriate authorities. Reporting must be conducted in accordance with confidentiality principles, and this is regarded as a key responsibility.
3. **Education and Awareness Obligation:** All members and employees of the association are obligated to participate in training and awareness programs aimed at preventing sexual exploitation and abuse.





4. **Confidentiality Obligation:** Confidentiality must be maintained during and after the reporting and investigation processes. This serves to protect both the victims and witnesses.
5. **Policy Implementation Obligation:** Management staff are responsible for ensuring the effective implementation of this policy and for properly communicating it to association employees. They are also obligated to take necessary disciplinary measures when non-compliance with the policy is identified.
6. **Support Provision Obligation:** The association is responsible for providing guidance in ensuring psychological and legal support to victims of sexual exploitation and abuse.

Through these responsibilities, Yerelden Kalkınma Derneği aims to instill a sense of accountability among all participants and ensure the effective implementation of its policies. The association's objective is to create a safe and respectful working environment while ensuring that individuals take these responsibilities seriously.

### Procedure in Case of Violation

In the event of allegations of sexual exploitation and abuse, Yerelden Kalkınma Derneği acts swiftly and effectively in accordance with the following procedure. This procedure aims to provide an appropriate response to the severity of the incident, ensuring the protection of victims and witnesses while delivering justice.

1. **Reporting and Complaints:** Individuals who witness or experience violations should report the incident promptly and securely through designated channels. The Sexual Exploitation and Abuse Committee is responsible for reviewing allegations of policy violations, intervening when necessary, and providing support to victims. If you encounter any concerns, you can contact Yerelden Kalkınma Derneği representatives via [support@yereldenkalkinma.com](mailto:support@yereldenkalkinma.com).
2. **Legal Processes:** If the allegations constitute a crime under the Turkish Penal Code (TCK), the victim is informed about their legal rights. The association notifies the relevant authorities and initiates legal proceedings. This includes filing a criminal complaint and supporting the victim throughout the legal process.
3. **Review and Reporting:** Reported incidents and the processes followed are documented and reviewed to prevent similar occurrences in the future. Efforts are made to reintegrate the victim into social life, with follow-up support provided as needed. Comprehensive tracking and reporting of all process stages help the association identify necessary updates to policies and practices.

This procedure ensures the effective investigation of allegations of sexual exploitation and abuse while safeguarding victims and reflecting the association's commitment to gender equality and ethical values.

### Conclusion:

As Yerelden Kalkınma Derneği, our policy for combating sexual exploitation and abuse reflects a commitment to prioritizing gender equality within our community and work environment. This policy clearly demonstrates our dedication to adopting the highest ethical standards in all our activities. The effective implementation of this policy will positively influence our organizational culture, establishing a solid foundation built on gender equality and mutual respect. Through collaboration with our stakeholders, implementing this policy will not only create a safe working environment but also serve as a model for the broader society.





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Our association is committed to continuously developing and implementing innovative strategies within the framework of this policy. Our determination to combat sexual exploitation and abuse extends beyond defending the rights of victims to include long-term preventive measures.

Yerelden Kalkınma Derneği invites all its members, employees, and partners to actively contribute to this policy. This policy is not merely a standard for the organization but also a reflection of our respect for humanity and human rights. Our zero-tolerance policy against sexual exploitation and abuse exemplifies our commitment to sustainable development and human values. Moving forward, we will continue to uphold this approach, providing communities with an environment of trust and justice.

