POLICY ON PREVENTION OF SEXUAL HARASSMENT

In the context of the ongoing UN initiatives to eradicate sexual harassment, to create a safe workplace and to harmonize existing policies, the FAO policy on prevention of sexual harassment has been updated and reinforced to align with the above-mentioned initiatives and to ensure a zero-tolerance environment.

The aim of the revised and strengthened policy is to create and foster a workplace which is inclusive, where accountability is consistent and power is never abused, where diversity and rights are respected and where there is no fear of retaliation. The policy describes the various reporting mechanisms, the obligations of managers and staff, the support available to victims, as well as how to seek protection from retaliation.

This policy takes effect immediately. All complaints of sexual harassment received prior to this date will continue to be dealt with under the provisions of the Policy on the Prevention of Harassment, Sexual Harassment and Abuse of Authority (AC 2015/03) published on 15 January 2015.

Other cases of harassment and abuse of authority will continue to be dealt with under the provisions of the Policy on the Prevention of Harassment, Sexual Harassment and Abuse of Authority (AC 2015/03).

Following the issuance of this policy, the Policy on the Prevention of Harassment, Sexual Harassment and Abuse of Authority (AC 2015/03), the Whistleblower Protection Policy (AC 2011/05) and the Revised Guidelines for Internal Administrative Investigations by the Office of the Inspector General (AC 2017/03) may be reviewed and amended, as appropriate, to ensure harmonization between all related policies of the Organization.