

Welcome

- Overview of Webinar: Sarah Martin, Chair
- Presentation: Martina Broström
- Presentation, Lucy Heaven Taylor
- Questions and Answers
- Poll

What is a safeguarding/PSEA investigation?

In our sector, a PSEA investigation is a workplace administrative investigation. It takes place when further information is required to determine whether a staff member, volunteer or someone working on behalf of the NGO has breached organisational PSEA policy or Code of Conduct.

A note on the terminology

Safeguarding

- Preventing harm caused by our staff or volunteers, or programme design and implementation. Harm can be physical, emotional or sexual harassment, exploitation or abuse

PSEA

- Protection from sexual exploitation and abuse by our staff and volunteers. A 'subset' of safeguarding

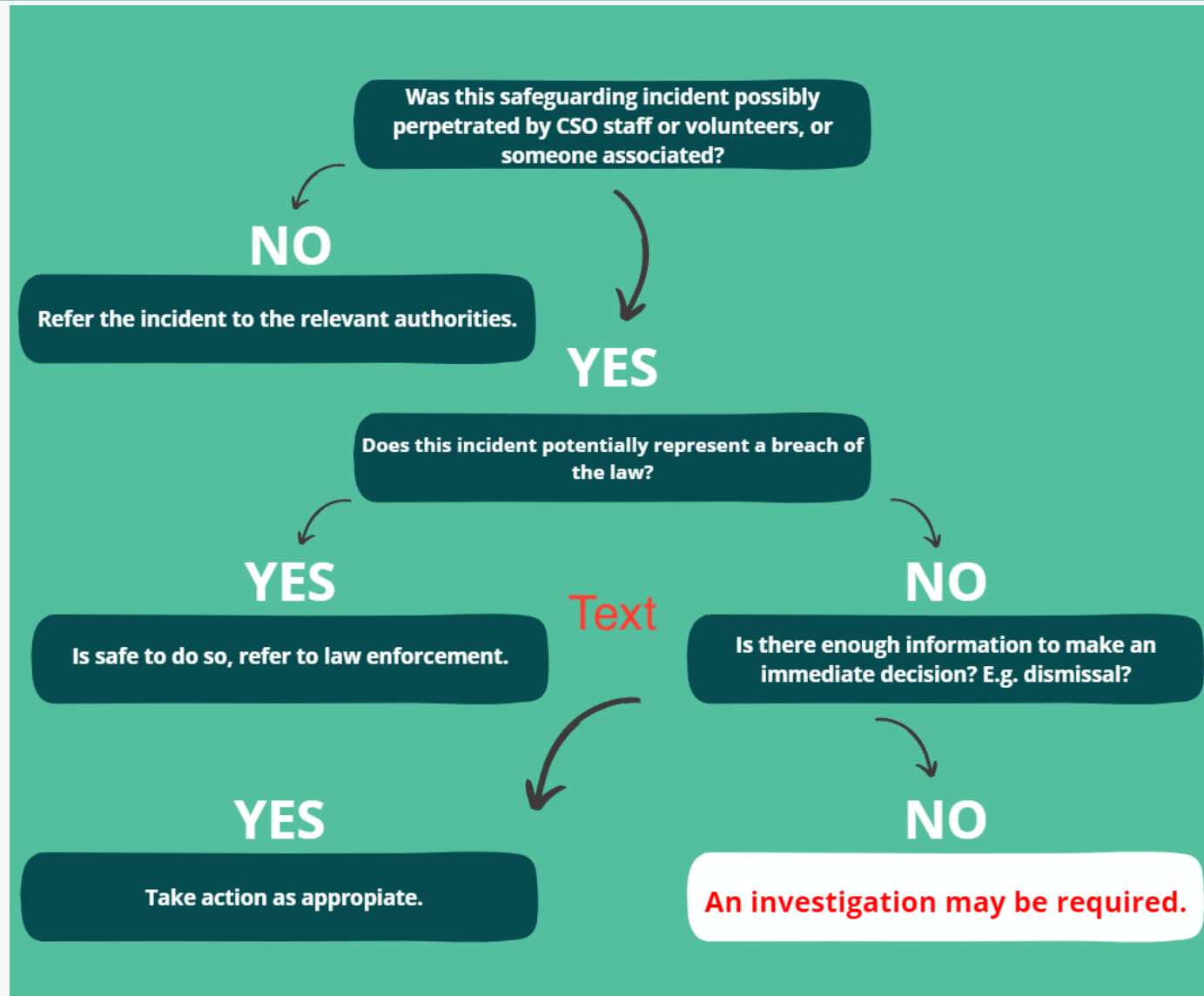
Survivor

The person who is, or has been, sexually exploited or otherwise abused. People who have experienced SEA may choose different terms to describe their experience.

Survivor-Centred

- The victim/survivor's wishes, safety and well-being remain a priority in all matters and procedures

When does an investigation take place?



Specific considerations for an SEA investigation

There is a risk of re-traumatisation with the victim/survivor, and also possibly other witnesses.

There may be potential safety and security risks to the victim/survivor and others involved in the case.

The victim/survivor(s) in the case may be members of staff, or they may be members of the public. Different policies and legal obligations may apply in each case

What happens in an SEA investigation?

1. Support is offered to the survivor
2. Roles and responsibilities are assigned
3. A Terms of Reference is developed
4. The investigation team review information and develop a plan
5. Witnesses are interviewed
6. Information is collected and analysed
7. The investigation team write a report with conclusions
8. The Investigation Manager makes a decision based on the report

What is a survivor-centred investigation?

- Survivors are experts in their own situation, and know what's best for them
- CSOs should consider whether an investigation is necessary, or are there are other options
- Investigations should proceed with informed consent from the survivor. They can participate or not
- Survivors can be accompanied by a support person if they want to be
- Investigations must follow sector standards, not cause further trauma and use trained investigators
- Investigations should use 'balance of probability' to make decisions



What is balance of probability?

- Threshold of evidence
- Used in workplace investigations
- Means 'more likely to have happened than not'
- Different from legal threshold 'beyond reasonable doubt'
- Beyond reasonable doubt very hard to prove in SEA



What happens next?

Decision made what to do next based on investigation conclusions

If upheld, may go to disciplinary hearing

If not upheld, staff member or volunteer is 'cleared'

Support to survivor continues for as long as they want it

Justice for survivor?

Help on investigations is available

<https://easterneurope.safeguardingsupporthub.org/>



Read this website in:

English Український Polski Română Русский

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This service provides free, bespoke advice and guidance to civil society organisations in Moldova, Poland, Romania and Ukraine, which are responding to the war on Ukraine. The service provides free and free advice about any aspect of safeguarding. Advice is provided from an experienced team member from the Safeguarding Hub Eastern Europe or our network of consultants.

Support is available in the following languages:

- English
- Romanian
- Russian

Questions?

Thank you

For more information, contact Safeguarding Hub Helpdesk

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