

PSEA Annual Training Policy

Purpose:

The purpose of this policy is to establish guidelines for the annual PSEA training conducted by The Earth. This training is designed to create awareness, promote a safe and respectful environment, and ensure compliance with PSEA principles.

Scope:

This policy applies to all employees, volunteers, and other individuals associated with The Earth who may come into contact with vulnerable populations.

Training Objectives:

Raise Awareness:

- Increase awareness of the risks and consequences of sexual exploitation and abuse.
- Foster a culture of accountability and responsibility within the organization.

Promote Understanding:

- Ensure a comprehensive understanding of PSEA principles, including definitions, reporting mechanisms, and prevention strategies.

Compliance:

- Reinforce compliance with organizational policies, codes of conduct, and relevant legal frameworks related to PSEA.

Crisis Response:

- Equip participants with the knowledge and skills required to respond effectively in the event of a PSEA incident.

Training Content:

The annual PSEA training will cover the following key areas:

Introduction to PSEA:

- Definition of sexual exploitation and abuse.
- Understanding power dynamics and vulnerabilities.

Organizational Policies:

- Review of The Earth's PSEA policies and codes of conduct.
- Reporting procedures and whistleblower protection.

Prevention Strategies:

- Strategies for creating a safe and respectful environment.
- Identifying and mitigating risks of sexual exploitation and abuse.

Incident Response:

- Protocols for reporting and responding to PSEA incidents.
- Collaboration with external agencies and legal authorities.

Training Delivery:

- The PSEA training will be conducted annually for all relevant personnel.
- Training sessions may be delivered in-person, virtually, or through a combination of both, as deemed appropriate by [The Earth's Training Coordinator].
- Trainers will be selected based on their expertise in PSEA matters.

Attendance:

- Attendance is mandatory for all employees, volunteers, and relevant individuals.
- Non-compliance with attendance may result in disciplinary action.

Documentation:



- Records of training attendance will be maintained by the HR department.
- Completion certificates will be provided to participants upon successful completion of the training.

Review and Updates:

- This policy will be reviewed annually to ensure relevance and compliance with any changes in PSEA guidelines or organizational structure.
- Updates to the training content or delivery methods will be communicated to all relevant parties.

Non-Compliance:

- Failure to adhere to this policy may result in disciplinary measures, up to and including termination of employment or association with The Earth.
- This policy is effective as of [Effective Date] and will be communicated to all personnel within The Earth.