

## GWP Safeguarding Policies

In response to sexual harassment revelations at Oxfam, and in recognition of the #metoo movement, the Global Water Partnership Organisation (GWPO) would like to inform you that it has the necessary policies and procedures in place for people to raise suspicions of sexual harassment, to investigate suspected occurrences, and to take necessary disciplinary measures, including reporting incidents to local authorities.

GWPO is an intergovernmental organisation with its Secretariat hosted in Sweden. GWPO does not have any projects in Sweden; however, it provides and administers funding and programmes for an independent global network of partners (Global Water Partnership). Our employees in Sweden are employed as international civil servants and are subject to the GWPO Staff Rules and Regulations. In these regulations there are provisions which provide means for employees to give notice and submit complaints concerning harassment involving themselves or in relation to others. There is then a disciplinary process or a dispute process which can be followed. The Executive Secretary of GWPO must report any suspected case of any form of harassment to the GWP Chair and Steering Committee (which includes a representative of its donors). GWPO is also obligated, through its Headquarters Agreement with Sweden, to adhere to national criminal laws and to notify the appropriate authorities in the event criminal acts are suspected.

In relation to the Global Water Partnership network, GWPO does not employ staff in the regional or country offices. However, we have a safeguarding system in place whereby we ensure that the regions and their host organisations have robust human resources management rules and practices in place (including procedures for recruitment and harassment) and that they adhere to all national laws. A system of annual review is in place to ensure compliance with hosting requirements.

GWP also has an Anti-Fraud policy in place which requires any suspected case of fraud to be notified immediately to GWPO (and for GWPO to inform its Steering Committee and funders), and any investigation and remedial measures put into place. The Anti-Fraud policy has a whistle-blower protection mechanism in place.

GWPO has a zero-tolerance policy for any form of harassment. If you require further information in relation to our policies and procedures, please do not hesitate to contact us.

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