

Protection from Sexual Exploitation and Abuse (PSEA) Policy

No Hunger Initiatives / No Hunger Food Bank

Originally Adopted: April 14, 2021

Last Updated: 2 January 2026

Effective Date: 2 March 2026

1. Purpose

No Hunger Initiatives is committed to preventing sexual exploitation and abuse in all its programmes, workplaces, partnerships, and interactions with community members. No Hunger Initiatives has **zero tolerance** for sexual exploitation and abuse by any trustee, employee, volunteer, intern, consultant, contractor, partner, or representative.

2. Scope

This Policy applies to all persons working for, volunteering with, partnering with, or representing No Hunger Initiatives. It protects children and adults, including beneficiaries, community members, displaced persons, persons with disabilities, donors, volunteers, staff, and partners.

3. Definitions

Sexual exploitation means any actual or attempted abuse of a position of trust, power, or vulnerability for sexual purposes, including receiving money, food, assistance, services, employment, gifts, or any benefit in exchange for sex or sexual favours. **Sexual abuse** means actual or threatened sexual intrusion, sexual contact, or sexual activity carried out by force, coercion, manipulation, unequal power, or any other abusive circumstance.

4. Prohibited conduct

No person covered by this Policy may:

- Request, accept, offer, or exchange sex or sexual favours for food, money, transport, employment, assistance, gifts, services, or any benefit.
- Engage in sexual activity, sexual contact, sexual communication, grooming, or sexualized behaviour with a child under 18 years of age.
- Use their No Hunger Initiatives position, authority, access, information, or relationship with a beneficiary or community member for sexual purposes.
- Engage in sexual harassment, coercion, intimidation, exploitation, or abuse.

- Create, request, possess, share, or distribute sexual images, videos, or content involving a child.
- Retaliate against a person who reports a concern or participates in a safeguarding process.

Sexual activity with a person under 18 is prohibited in all circumstances, regardless of purported consent or local age-of-consent provisions. [[https://www.unido.org/sites/default/files/unido-publications/2024-02/Protection%20from%20Sexual%20Exploitation%20and%20Abuse%20\(PSEA\).pdf](https://www.unido.org/sites/default/files/unido-publications/2024-02/Protection%20from%20Sexual%20Exploitation%20and%20Abuse%20(PSEA).pdf)]

5. Reporting

Anyone who experiences, witnesses, suspects, or receives a disclosure of sexual exploitation or abuse must report it immediately.

Reports may be made confidentially to:

Safeguarding / PSEA Focal Person: Ezinne Oruh

Email: ezinne@nohungerfoodbank.org

Phone/WhatsApp: +234 803 395 2516

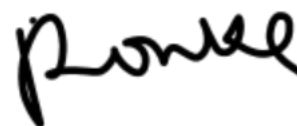
6. Response principles

No Hunger Initiatives will respond to reports in a manner that prioritizes:

- The safety and well-being of the survivor
- Confidentiality and privacy
- Respect, dignity, and non-discrimination
- Informed choice and appropriate referral
- Fair, timely, and impartial handling of concerns



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