

An anti-harassment policy is very crucial for YCoalition to ensure a safe space and respectful environment for every individual. It sets clear guidelines regarding behaviour and provides methods to address and prevent any kind of bullying. YCoalition International upholds loyalty to the UNHCR Policy on Harassment, Sexual Harassment, and Abuse of Authority and stands alongside. Our policy can be built around the following:

Anti-harassment policy: YCoalition International

1. Purpose:

YCoalition is dedicated to providing a secure and welcoming atmosphere where everyone is treated with proper respect and dignity. This policy seeks to address and resolve all sorts of harassment in order to create a positive and supportive community for all.

2. Scope:

The policy applies to all members, volunteers, staff, participants, guests, and anyone associated with YCoalition International.

3. Definition:

3.1 Harassment:

Any improper and unwelcome conduct that might reasonably be expected or be perceived to cause offense or humiliation to another. Harassment includes - but is not limited to - words, gestures, or actions which tend to annoy, alarm, abuse, demean, intimidate, belittle, or cause personal humiliation or embarrassment to another; or that cause an intimidating, hostile, or offensive work environment. It includes harassment based on any grounds such as race, religion, color, creed, ethnic origin, physical attributes, gender, or sexual orientation. It can include a one-off incident or a series of incidents. Harassment may be deliberate, unsolicited, and coercive. Harassment may also occur outside the workplace and/or outside working hours.

3.2 Sexual Harassment:

Any unwelcome sexual advance, request for sexual favor, verbal or physical conduct or gesture of a sexual nature, or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation to another. Sexual harassment may occur when it interferes with work, is made a condition of employment, or creates an intimidating, hostile, or offensive environment. It can include a one-off incident or a series of incidents. Sexual harassment may be deliberate, unsolicited, and coercive. Both male and female colleagues can either be the victim or offender. Sexual harassment may also occur outside the workplace and/or outside working hours.

3.3 Abuse of Authority:

The improper use of a position of influence, power, or authority by an individual against another colleague or group of colleagues. This is particularly serious when an individual misuses his/her influence, power, or authority to negatively influence the career or employment conditions (including - but not limited to - appointment, assignment, contract renewal, performance evaluation, or promotion) of another. It can include a one-off incident or a series of incidents. Abuse of authority may also include misuse of power that creates a hostile or offensive work environment, which includes - but is not limited to - the use of intimidation, threats, blackmail, or coercion.

4. Prohibited conduct:

- Verbal abuse, foul language, or disparaging comments.
- Unwanted physical advances or contact.
- Displaying supplies or images that are unsuitable.
- Spreading false rumours online, cyberbullying, or online harassment.
- Fostering an atmosphere of hostility or intimidation.

5. Reporting Procedure:

YCoalition International strongly encourages any individual to come forward who experienced or witnessed harassment or bullying. Both verbal and written reports are accepted, and they will be handled with the highest confidentiality.

6. Investigation Procedure:

All reports will be thoroughly investigated with utmost unbiasedness. All parties involved's privacy and rights will be respected as the investigation is carried out. Based on the result, the organization will take disciplinary measures, up to and including termination of membership or involvement.

7. Prevention and Awareness:

YCoalition International is committed to the prevention of harassment through effective measures, training, and awareness programs. The organization will ensure a harmonious environment to protect every individual from any unwanted circumstances. It requests every associate to adhere to zero-tolerance for prohibited conduct and behaviors which might threaten their contract or employment.

8. Policy Review:

The policy is reviewed periodically to ensure it is effective and complies with applicable laws and regulations.