



Charter for the prevention of sexual exploitation, abuse and other boundary violations

www.charta-praevention.ch

We pay attention! We will not tolerate sexual exploitation, abuse or other boundary violations.

The participating associations, institutions and organisations are committed to the following **principles for the prevention of sexual exploitation, abuse and other boundary violations**. These principles apply to all people who work in and are cared for by our institutions and organisations.

Prevention concept

1. Each of our institutions and organisations has policies, strategies and action plans for the prevention of sexual exploitation, abuse and other boundary violations. A protocol is in place in case of a suspicion of sexual exploitation which has been provided to all employees, people in care and their relatives. Every suspicious case will be investigated (**zero-tolerance policy**).
2. Frequent internal and external **communication** contributes to maintaining a high level of awareness concerning this problem and its solutions.

Helping people with special support requirements

3. High priority is given to the **fostering of personal assertiveness skills** of people with special support requirements in our institutions and organisations. Focus is on maintaining closeness and distance, boundaries and respecting one's own sexuality. People need to know how to protect themselves against any violation of their personal integrity.
4. Persons that are highly dependent on care and support are included in this process and will, depending on their personal abilities, be shown how to **protect** themselves and signal boundary violations. The individual environment (family members, caregivers) of these particularly vulnerable people is integrated in our prevention strategy.

Key role of employees

5. The **recruitment and selection process** must be performed thoroughly and carefully. The submission of a criminal record¹ is a condition for any employment of workers who will be in direct contact with individuals with special support requirements. The employers will examine credentials carefully (whether they are complete or not) and, prior to any recruitment, will obtain references that will also provide information on the candidate's ability to deal with closeness and distance.²
6. When appointed, new employees in our institutions and organisations sign a **commitment**. In this, they undertake to participate actively in the implementation of the zero-tolerance policy. They accept prevention as being part of the employment contract.
7. A **culture** of awareness and transparency is fostered in our institutions and organisations. We will part ways with employees who choose to withdraw from or oppose this culture.
8. We regularly hold **professional training courses** on the subject of "sexual exploitation, abuse and other boundary violations" and also offer these training courses to all the volunteers who become involved with our institutions and organisations.

¹ Since January 2015 this includes two records: the private record and the special private record.

² Subject to proportionality in the case of short-term contracts and volunteers

9. We write truthful, complete **testimonials and confirmations of employment** and issue references of a similar nature.

Internal reporting office and external ombudsman's office

10. Our institutions and organisations implement an **internal, open-access reporting facility** staffed by competent contact persons. Their mandate (as part of the prevention concept) is known to the employees, those people with special support requirements including legal representatives and relatives. Additionally all people also have the option of getting into contact with an external facility.

Interassociational Working Group on Prevention

Bern, 25 November 2011, updated in November 2016

This charter was developed by the following associations, organisations and institutions:

 Sozialberufe. Praxisnah.	Agogis Vocational Training in the Social Sector	www.agogis.ch
	Autism Switzerland	www.autism.ch
	AvenirSocial Social Work Switzerland	www.avenirsocial.ch
	Association Cerebral Switzerland	www.vereinigung-cerebral.ch
	CURAVIVA Switzerland Swiss Association of Carehomes and Social Institutions	www.curaviva.ch
 Verband sozialer Institutionen Kanton Bern Association Bernoise des Institutions Sociales	SOCIALBERN Association of Social Institutions in Canton Bern	www.socialbern.ch
	insieme Switzerland Swiss Association of Parents' Associations for People with intellectual disabilities	www.insieme.ch
	INSOS Switzerland Swiss Association of Service Providers for Persons with Disabilities	www.insos.ch
	Procap Switzerland for persons with a handicap	www.procap.ch
	Pro Infirmis The Organisation for People with Disabilities	www.proinfirmis.ch
	SAGB Swiss Association of Physicians for People with Mental or Multiple Disabilities	www.sagb.ch
	VAHS Swiss Association for anthroposophical curative education and social therapy	www.vahs.ch

Further information on the charter can be found at

www.charta-praevention.ch