

Center for Economic Analyses – CEA

Policy on the Protection from Sexual Exploitation, Sexual Abuse, and Sexual Harassment (PSEAH)

Center for Economic Analyses – CEA



WE ARE MAKING A DIFFERENCE
CENTER FOR ECONOMIC ANALYSES (CEA)

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Center for Economic Analyses' (CEA)

PSEAH policy

Policy on the Protection from Sexual Exploitation, Sexual Abuse, and Sexual Harassment

1. Purpose

The Center for Economic Analyses (CEA) is committed to creating a safe, respectful, and harassment-free environment for all staff, volunteers, partners, and stakeholders. We have a strict zero-tolerance policy for sexual exploitation, abuse, and harassment (SEAH). This policy outlines our procedures for investigating reports and implementing disciplinary measures in accordance with applicable laws and organizational standards.

2. Scope

This policy applies to all individuals involved with CEA, including employees, interns, volunteers, consultants, contractors, and partner organizations engaged in CEA activities.

3. Definitions

Sexual Abuse: Physical sexual acts forced or carried out under coercion.

Sexual Exploitation: Taking advantage of someone's vulnerability for sexual gain.

Sexual Harassment: Unwanted sexual advances, comments, or behaviors that create a hostile or uncomfortable environment.

Victim: Person affected by SEAH.

Reporting: Sharing concerns or incidents of suspected or actual SEAH with organization authorities.

4. Our Commitments

- Zero tolerance for any form of SEAH.
- Preventative measures through awareness.
- Immediate, fair, and confidential investigation of all reports.
- Ensuring appropriate disciplinary actions against offenders.
- Supporting affected individuals with care and confidentiality.

5. Responsibilities

- All individuals must act professionally, respectfully, and ethically.
- Do not condone, encourage, or participate in SEAH.
- Report any concerns or incidents promptly to designated contacts.
- Cooperate with investigations.
- Partner organizations must also follow this policy and ensure their staff do the same.

6. Reporting & Investigation

Reporting

- Reports can be made confidentially via:
 - Email: info@cea.org.mk
 - In person: blvd. Jane Sandanski 63/3, Skopje
- All reports will be taken seriously and investigated impartially.
- Retaliation against anyone reporting concerns is strictly prohibited.
- Reports of SEAH will be handled sensitively and discreetly.

Investigation Process:

Upon receipt of a report, CEA will initiate an impartial investigation conducted by personnel or external experts when appropriate.

The investigation will include:

- Gathering evidence and interviewing the complainant, accused, and witnesses.
- Ensuring confidentiality and protecting the rights of all parties.
- The investigation will be completed promptly, depending on the complexity.

Disciplinary Measures:

Based on investigation findings, CEA will take appropriate disciplinary action in accordance with applicable laws and internal policies, which may include:

- Suspension
- Termination of employment or partnership
- Legal action if necessary
- Disciplinary actions will be proportionate to the severity of the misconduct.
- Offenders may face legal penalties as per national law.

7. Monitoring & Review

The Center for Economic Analyses-CEA will regularly review this policy.

Incidents and responses will be documented and analyzed.

Contact for Concerns:

Email: info@cea.org.mk

Phone: +389(0)2 24 44 766

In person: CEA Office, blvd. Jane Sandanski 63/3, 1000 Skopje, North Macedonia

Date: March, 2025