Safeguarding in Oxfam is a set of procedures, measures and practices to ensure that Oxfam upholds its commitment to prevent, respond to, and protect individuals from harm committed by staff and related personnel. In Oxfam, we focus on Sexual Exploitation, Sexual Abuse, Sexual Harassment (SEAH) and child abuse. We do this by: (i) listening to those who are affected; (ii) responding sensitively and safely when harm or allegations of harm occur; and (iii) learning from every case.

Safeguarding misconduct

NB: Misconduct committed by Oxfam Staff and Related Personnel

Sexual abuse
One Oxfam PSEA Policy

The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Sexual Exploitation
One Oxfam PSEA Policy

Any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.

Sexual harassment
Reference: ST/SGB/2019/8
One Oxfam PSEA Policy

Any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment. Sexual harassment may occur in the workplace or in connection with work.

Child Abuse
Reference: One Oxfam Child Safeguarding Policy

The abuse of children’s rights and includes all forms of violence against children: physical, emotional and sexual abuse, neglect, family violence, sexual exploitation, abduction and trafficking, including for sexual purposes, involvement of a child in online child sexual exploitation and child labour as defined in the One Oxfam Child Safeguarding Policy.