



Beirut Film Society
مجتمع بيروت السينمائي

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Decree Number 2682

CONDUCT OF PERSONNEL BEIRUT FILM SOCIETY

All employees, volunteers, freelancers, collaborators, sponsors and service providers should institutionalize and promote within our association the following **Six Core Principles relating to PSEA**.

1. Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment.
2. Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief regarding the age of a child is not a defense.
3. Exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behavior is prohibited. This includes exchange of assistance that is due to beneficiaries.
4. Any sexual relationship between those providing humanitarian assistance and protection and a person benefiting from such humanitarian assistance and protection that involves improper use of rank or position is prohibited. Such relationships undermine the credibility and integrity of humanitarian aid work.
5. Where a humanitarian worker develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same association or not, he or she must report such concerns via established association reporting mechanisms.
6. Humanitarian workers are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Managers at all levels have particular responsibilities to support and develop systems which maintain this environment.

All personnel should understand and sign their agency's **Code of Conduct**, or similar document setting out the standards of acceptable and unacceptable behavior, and as outlined above. All service providers are obliged to undertake necessary disciplinary action to prevent and respond to misconduct by their personnel. Providers should respond vigorously whenever cases occur through the establishment and operation of community-based complaint mechanisms (individually or jointly with other providers) and this Mechanism.

Participating providers should be committed to institutionalizing a **zero tolerance** for SEA/SH and take all allegations of misconduct seriously.



BEIRUT
INTERNATIONAL
WOMEN FILM
FESTIVAL

