



ADMINISTRATOR'S ACTION ALLIANCE FOR PREVENTING SEXUAL MISCONDUCT (AAPSM)

SUPERVISOR COMMITMENT IN SUPPORT OF PREVENTING SEXUAL MISCONDUCT

As a supervisor, I am responsible for fostering an environment that embodies accountability, inclusion, integrity, dignity, and respect for USAID employees under all hiring mechanisms. I am also responsible for promoting respectful and healthy interactions with partners, beneficiaries, and other stakeholders. I reaffirm my commitment to USAID policies regarding the prevention of sexual misconduct as follows:

Uphold USAID's Values, Policies, and Rules

1. I agree to uphold USAID's core values, as reflected in the Agency mission statement and Leadership Philosophy. I agree to promote the core Agency values of accountability, inclusion, integrity, dignity, and respect as demonstrated through interactions with USAID staff, our partners, and the people we serve in communities around the world.
2. I agree to adhere to USAID's core policies, rules, and guidelines set forth in the Automated Directives System (ADS) and other Agency policy documents. This includes ADS 110 and USAID's Policy Statement on Equal Employment Opportunity, Harassment, and Retaliation. I agree to learn the forthcoming Agency policy on these topics.

Promote a Respectful and Healthy Workplace Culture

3. I agree to communicate USAID's expectations for appropriate workplace behavior to my staff, including USAID's policy prohibiting sexual misconduct in any form, such as sexual harassment and discrimination.
4. I agree to hold my staff accountable for their behavior. If I observe or otherwise become aware of sexual misconduct, including sexual harassment and retaliatory harassment, I will report it promptly to the Office of Civil Rights and Diversity (OCRD). When an employee has committed sexual misconduct, I will take disciplinary action as appropriate in accordance with ADS 487 and 3 FAM 4300, as applicable.
5. I agree to promote a survivor-centered approach (i.e., an approach that empowers individuals who experience sexual misconduct) to addressing issues of sexual misconduct in the workplace. This includes making efforts to protect employees who report sexual harassment from retaliation and notifying such employees of their rights and available Agency resources, including support from USAID's Staff Care Center.

Promote Human Dignity through Our Programming

6. I understand that USAID prohibits sexual exploitation and abuse within our programs. I agree to hold USAID staff accountable for their behavior towards partners, beneficiaries, and other stakeholders regarding issues of sexual misconduct. I agree to help hold implementing partners accountable for their behavior by reporting improper conduct through the Office of Acquisition and



Assistance and the Office of Inspector General (OIG). I understand that the AIDAR and ADS 303 outline USAID's current requirements for implementing partner conduct.

7. I agree to promote a survivor-centered approach to issues of sexual exploitation and abuse in our development and humanitarian programming. This includes, to the extent my position enables, encouraging partners to have mechanisms in place to protect beneficiaries and provide survivors with access to support services. This also means that when a beneficiary reports or I otherwise learn of sexual misconduct towards a beneficiary, I will report the allegation promptly to OCRD (if the allegation is against a USAID employee) or the Agreement Officer and OIG (if the allegation is against a partner).

RESOURCES

For more information about the AAPSM or to access additional resources, please visit www.usaid.gov/PreventingSexualMisconduct or contact aapsm@usaid.gov.