

VISION	Women and girls affected by crisis and women at work in emergencies pursue their potential, free from violence and inequality			
OUTCOMES	Women and girls trust and access safe, confidential, accountable support services when they experience sexual harassment, exploitation and abuse	Women and girls have equal access and control over humanitarian services and resources	Humanitarians use power positively, and respect and value women and girls	
			The humanitarian system prioritises, resources and values efforts to address sexual harassment, exploitation and abuse	Humanitarian organisations hold staff accountable to address sexual harassment, exploitation and abuse
PATHWAYS OF CHANGE	Response services, ¹ referral and reporting mechanisms are safe, accessible and appropriate for women and girls ²	Humanitarian services and goods are informed and driven by diverse women and girls	Policies to prevent sexual harassment, exploitation and abuse exist and are effectively implemented at all levels of the humanitarian system	Humanitarian staff and leadership value those who speak out against and report sexual harassment, exploitation and abuse
	Women and girls have safe spaces and social networks that support to survivors of sexual harassment, exploitation and abuse	Humanitarian services and goods appropriately target the needs of diverse women and girls	Humanitarian agencies and leadership value honest and transparent reporting, without negative repercussions for the reporter and the survivor	Humanitarian staff recognise their power and privilege and use it to promote nonviolence and equality
	Service providers ³ are skilled, knowledgeable, and motivated to support women and girls survivors of sexual harassment, exploitation and abuse	Humanitarian action meaningfully engages and resources women-led civil society and local women's rights actors to promote women and girls' empowerment and protection	Humanitarian agencies promote learning on addressing sexual harassment, exploitation and abuse, through sharing of best practices <i>and</i> failures	Organisations promote a culture of respect, wellbeing and empathy for female colleagues experiencing harassment and violence
	Cultural norms (within displaced communities and within humanitarian organisations) support gender equality and non-violence	Efforts to address sexual harassment, exploitation and abuse are accountable to women and girls and women at work in emergencies	Humanitarian agencies and leaders hold perpetrators to account, and do not rehire or allow them to hold decision making positions	Women and men in leadership positions role model and support action to address sexual harassment, exploitation and abuse
	Communities, families and colleagues believe and support women and girls disclosing SHEA	Women are equally represented and meaningfully participate in displaced population decision making bodies	Humanitarian leadership ⁴ requires and rewards transparent action on sexual harassment, exploitation and abuse	All humanitarian actors know they must act to prevent and respond to sexual harassment, exploitation and abuse
		Women's groups support marginalised women, girls and survivors and amplify their needs and concerns	Women hold leadership and decision-making positions within the humanitarian system	
CONDITIONS	Women and girls issues are valued and prioritised in humanitarian response			
	Humanitarian agencies and leadership recognize the relationship between gender inequality and male perpetration of sexual harassment, exploitation and abuse			
	Humanitarian actors collectively measure the impact of action to address sexual harassment, exploitation and abuse			

¹ Response services include minimum GBV services related to the health, psychosocial, legal and safety needs of women and girls.

² Services are delivered in line with GBV guiding principles: confidentiality, non-discrimination, dignity and safety.

³ Health, psychosocial support, legal and security service providers.

⁴ Humanitarian leadership includes humanitarian coordinators, donors, and leadership of non-governmental and multilateral organizations.