



## If it's legal, it must be okay, right?

12 March 2020

"Ask IIU" is a series of plain-speak newsletters where the IIU team answers questions from GCF Staff. We pick up where we left off, answering a question asked during the SEAH Training earlier this year.

### **Q** If prostitution is legal in my country, why then does the GCF care if I visit a brothel?

We should probably ask ourselves if one were to appear in a newspaper caught engaging in said activity, would it reflect poorly on oneself and the organisation?

As international civil servants, the bar is set relatively high for how we conduct ourselves. GCF Personnel are expected to maintain the highest standards of integrity and to refrain from conduct that would contravene human rights or compromise the image and interests of the Fund. Regardless of national law, GCF staff cannot engage in activities that may be deemed as degrading or exploitative, including the exchange of money for sexual favours, or other forms of humiliation. Principle 03 - General Obligations of Staff Members of **Administrative Guidelines on Human Resources** is informative, so too is the **Policy on the Prevention and Protection from Sexual Exploitation, Sexual Abuse, and Sexual Harassment**.

Remember, the IIU is happy to engage with

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staff and provide clarity or direction. If you are not sure whether a particular scenario constitutes an act of SEAH or if an activity is permissible, please feel free to ask us.

### **Q** Is the IIU operational and effective under SFWA?

ABSOLUTELY! The IIU is up and running. Prior to GCF instituting the SFWA, the IIU had prepared a business continuity plan covering the Administration, Investigations, and Prevention teams.

Tasks and activities were identified, primary and backup staff assigned, monitoring mechanisms put in place to ensure operational effectiveness, and scheduled regular meetings to keep everyone in the loop. Although the team is now spread across six different time zones, more than half of us remain in Korea and maintain our usual business hours. We are moving our cases and projects forward. Please feel free to reach out at any time!

Want a question featured here? Send an e-mail to [iiu@gcfund.org](mailto:iiu@gcfund.org) with the subject heading: **ASK THE IIU**. Your identity will be kept anonymous.