

## Evaluation

**Notes on Use:** Types of learning evaluation questions are:

- 1) Fill in the blank/sentence completion
- 2) Narrative
- 3) True-False

Combine in different ways for pre-assessment and post-assessment. Each evaluation type covers different content. No sub-set covers all learning outcomes. Make sure you include learning evaluation questions for each learning outcome when you combine them.

Three main uses of evaluation questions are: a) informally ask the whole group, b) semi-formally assign to small groups or c) formally give to individuals for written responses.

The UN takes SEA seriously and there is zero tolerance for SEA. All peacekeeping personnel need to be fully familiar with content of this lesson. Give extra support to helping participants really learn the material. Mix up the evaluation questions and answers, and prepare separate reference sheets. Divide the group into pairs and give each pair several sheets. One person in the pair asks, the other answers. After 10 minutes, get them to change roles. Circulate, and where learners are having trouble, help with guidance and prompt questions. Evaluation questions used this way help reinforce learning.

Evaluation Questions for Lesson 3.4	
Questions	Answers
<b>Fill-in-the-blanks</b>	
1. The UN has a _____ policy on sexual exploitation and abuse.	Zero tolerance. The UN forbids staff involvement in any in SEA.
2. SEA is _____ misconduct.	Category 1, Serious Misconduct.
3. _____ happens in a workplace, is a work related offence.	Sexual harassment. This distinguishes it from sexual exploitation and abuse.
4. _____ is abuse of a person's vulnerability and trust for sexual purposes.	Sexual exploitation. The person doing the exploitation may profit in different ways – money, power, social favours. <u>Attempted</u> abuse of a person's vulnerability or trust, or use of power against them, is SEA, not just actual abuse.
5. Actual or threatened sexual physical intrusion is _____	Sexual abuse.

<p>6. Both sexual exploitation and sexual abuse are _____ of power.</p>	<p>Misuses or abuses.</p> <p>Peacekeeping personnel have more power than local people in a mission area. Any who use it for sex are committing SEA and serious misconduct.</p>
<p>7. When one person has more power than another, a _____ exists. Give two examples.</p>	<p>Power differential, exists when:</p> <ul style="list-style-type: none"> <li>▪ one person has more money, status, education and protection than another</li> <li>▪ one person depends on another to sustain life</li> <li>▪ one person has a position of authority over another</li> </ul>
<p>8. _____ receive help from a peacekeeping mission. Broadly interpreted, this includes local people.</p>	<p>Beneficiaries of assistance</p>
<p>9. The UN strategy on SEA has _____ parts or prongs; name them.</p>	<p>Three</p> <ol style="list-style-type: none"> <li>1. Prevention</li> <li>2. Enforcement</li> <li>3. Remedial action</li> </ol>
<p>10. _____ and _____ are the main entities that receive misconduct allegations from a peacekeeping mission.</p>	<ol style="list-style-type: none"> <li>1. Conduct and Discipline Team, in mission</li> <li>2. Office of Internal Oversight Services (OIOS)</li> </ol>
<p>11. Locked drop-boxes, secure email addresses and telephone hot-lines are three ways the UN has set up for peacekeepers to _____.</p>	<p>Report allegations of SEA or other misconduct.</p> <p>Other measures:</p> <ul style="list-style-type: none"> <li>▪ private meeting rooms for confidential reporting</li> <li>▪ focal points for country and region</li> <li>▪ Civil society</li> <li>▪ UN networks</li> </ul>
<p>12. The UN commits to a _____ timeline for completing investigations of misconduct, as possible.</p>	<p>Six months</p>
<p>13. The UN can only take limited action against police personnel, military observers and military personnel who commit SEA: _____ and _____.</p>	<ul style="list-style-type: none"> <li>▪ Repatriation</li> <li>▪ Barring them from future missions</li> </ul> <p>The deploying Member State is responsible for disciplinary action.</p> <p>Proven cases of criminal conduct can be referred for prosecution or directly prosecuted by national authorities.</p>
<p>14. The UN _____ with a Troop Contributing Country on</p>	<p>Follows up. The UN is limited in actions it can take against military personnel</p>

<p>misconduct investigations and prosecutions, until informed of action taken.</p>	<p>for misconduct – repatriation, barring from future missions. It asks TCCs to take suitable action, and follows up until it receives notice of action.</p>
<p>15. A perpetrator may be _____ accountable when SEA allegations are proven.</p>	<p>Criminally. Either a national government or a deploying Member State may prosecute criminal acts.</p>
<p>16. Missions may hold _____ to release information on allegations of misconduct, including SEA – especially cases reported in the media.</p>	<p>Regular briefings, to help manage negative effects of misconduct on:</p> <ul style="list-style-type: none"> <li>▪ mission image and credibility</li> <li>▪ ability to implement its mandate</li> </ul>
<p>17. The UN has found SEA in _____ duty stations.</p>	<p>All. The form and extent vary. The reality is shocking, to:</p> <ul style="list-style-type: none"> <li>▪ UN,</li> <li>▪ international community,</li> <li>▪ people who depend on the UN for protection,</li> <li>▪ people betrayed by peacekeeping personnel acting unethically, immorally and criminally. Don't be one.</li> </ul>
<p><b>Narrative</b> <i>Note: Frame narrative evaluations as questions, requests or directions.</i></p>	
<p>1. Lesson 3.4 covers different duties and obligations peacekeeping personnel have on sexual exploitation and abuse. Explain these obligations.</p>	<ol style="list-style-type: none"> <li>1. Do not engage in any sexual exploitation and abuse yourself. It's a crime, and a human rights violation.</li> <li>2. Uphold the highest standards of conduct in all professional and private activities – you are accountable and must uphold Uniform Standards on SEA.</li> <li>3. Report cases of sexual exploitation and abuse.</li> <li>4. Contribute to a positive environment of respect that prevents SEA.</li> <li>5. "Protect and serve" – behave in ways that justify the confidence and trust of people you have come to serve: with dignity, integrity, safety and courtesy.</li> </ol>
<p>2. Explain the UN's zero tolerance policy on SEA.</p>	<ul style="list-style-type: none"> <li>▪ The UN passed the policy in 2003 because victims accused peacekeepers in different missions of SEA (Violations in Democratic Republic of Congo were widely reported)</li> <li>▪ All missions have reported SEA. The</li> </ul>

	<p>problem persists.</p> <ul style="list-style-type: none"> <li>▪ The UN zero tolerance policy means zero complacency, and zero impunity.</li> <li>▪ The policy means the UN:             <ul style="list-style-type: none"> <li>- investigates credible allegations;</li> <li>- holds perpetrators accountable, no impunity.</li> <li>- puts active measures in place to prevent SEA, including mandatory training.</li> </ul> </li> </ul>
<p>3. What is the UN's policy on SEA?</p>	<p>Policy: Secretary-General's Bulletin on Special Measures for protection from sexual exploitation and abuse (ST/SGB/2003/13).</p> <p>Two other measures strengthen the policy.</p> <p>In 2015, the General Assembly adopted a report from the Secretary-General on <i>Special measures for protection against SEA</i>, which</p> <ul style="list-style-type: none"> <li>▪ strengthens administrative measures against staff found guilty of misconduct, including withholding entitlements;</li> <li>▪ suspends pay to troop and police contributing countries in connection with suspects, based on credible evidence.</li> </ul> <p>In 2007, the UN General Assembly approved <i>The United Nations Comprehensive Strategy on Assistance and Support to Victims of Sexual Exploitation and Abuse by United Nations Staff and Related Personnel</i>.</p>
<p>4. Who is responsible when peacekeeping personnel commit sexual exploitation and abuse?</p>	<ol style="list-style-type: none"> <li>1. The peacekeeping personnel is responsible. Every peacekeeping personnel has to a) be responsible, b) prevent SEA.</li> <li>2. The manager or commander is responsible. Part of leadership's job is prevention of SEA.</li> <li>3. The UN is responsible, for prevention.</li> <li>4. Any colleagues aware of SEA are responsible for reporting misconduct.</li> </ol> <p><b>The victim is not responsible.</b></p>

<p>5. Sexual exploitation can involve three types of abuse. Name them.</p>	<ol style="list-style-type: none"> <li>1. abuse of a person's vulnerability</li> <li>2. abuse of a difference in power</li> <li>3. abuse of trust</li> </ol>
<p>6. Name at least five examples of SEA.</p>	<ul style="list-style-type: none"> <li>▪ providing any help or aid in exchange for sexual favours – food, clothing, lodging</li> <li>▪ threatening to withhold help or aid in exchange for sexual favours</li> <li>▪ buying sex from prostitutes</li> <li>▪ forcing a young girl or boy to have sex</li> <li>▪ rape</li> <li>▪ trafficking people for prostitution</li> <li>▪ procuring prostitution for others</li> </ul>
<p>7. In what ways are local people in a peacekeeping setting vulnerable, including to SEA?</p>	<ol style="list-style-type: none"> <li>1. fighting for survival in desperate circumstances</li> <li>2. not knowing their rights and state duty / obligations to protect those rights – denial of human rights, resulting frustration</li> <li>3. unequal power relations – and a history of inequality that others can exploit</li> <li>4. widespread SGBV, worsening in conflict and lawlessness</li> <li>5. dependence and trust on peacekeeping personnel for safety and security; belief in them</li> <li>6. broken family and community support networks – especially increases vulnerability for children under 18 years</li> </ol>
<p>8. Name three consequences of abuse of trust, including through SEA.</p>	<ol style="list-style-type: none"> <li>1. Further victimizes vulnerable people and struggling societies</li> <li>2. Negatively affects victims, possibly for life</li> <li>3. Violates victims' human rights – the perpetrator violates human rights law</li> <li>4. Disrupts families and communities</li> <li>5. Undermines peace</li> <li>6. Undermines credibility and legitimacy of the UN, peacekeeping, the mission</li> </ol>
<p>9. How is sexual harassment different from sexual exploitation and abuse?</p>	<p>Sexual harassment involves a workplace; SEA do not.</p> <p>SEA is abuse of:</p> <ul style="list-style-type: none"> <li>▪ a person's vulnerability,</li> <li>▪ differential power or trust for sexual purposes, and</li> </ul>

	<ul style="list-style-type: none"> <li>▪ physical intrusion of a sexual nature.</li> </ul> <p>Sexual harassment is any type of unwelcome sexual advance that:</p> <ul style="list-style-type: none"> <li>▪ interferes with work,</li> <li>▪ is made a condition of employment or</li> <li>▪ creates a hostile, offensive work environment.</li> </ul> <p>Sexual harassment is always a work-related offense.</p>
10. The UN prohibits three kinds of sexual activity for peacekeeping personnel, and strongly discourages a fourth. Name them.	<p>Prohibited:</p> <ul style="list-style-type: none"> <li>▪ sexual activity with children under 18 years</li> <li>▪ exchange of money, work, goods, help or services for sex, including sex with prostitutes</li> <li>▪ use of children or adults to procure sex for others</li> </ul> <p>Strongly discouraged:</p> <ul style="list-style-type: none"> <li>▪ Sexual relationships with beneficiaries of assistance</li> </ul>
11. How does the UN prevent SEA?	<ol style="list-style-type: none"> <li>1. Prohibits three types of sexual acts (sex with children, exchange of anything for sex, getting others to procure sex)</li> <li>2. Discourages one type of sexual act (sex with beneficiaries of assistance)</li> <li>3. Trains peacekeeping personnel and requires training by Member States, so everyone is familiar with SEA and responsibilities to prevent it</li> <li>4. Keeps the public informed, through public information and outreach: poster campaigns, briefings, town-hall meetings, intranet web sites, newsletters, radio broadcasts</li> <li>5. Releases information about SEA allegations, investigations and follow-up (i.e. to the public)</li> <li>6. Provides welfare, recreation facilities – or reimburses Member States for recreational equipment</li> </ol>
12. Explain the difference between how the UN investigates reports of SEA and sexual harassment.	<p>Experts and professionals from HQ, OIOS, investigate SEA allegations.</p> <p>Conduct and Discipline Team and other mission units follow up sexual harassment charges.</p>
13. Explain the Misconduct Tracking System and its use.	<ol style="list-style-type: none"> <li>1. UN tracks misconduct allegations in Misconduct Tracking System (MTS).</li> </ol>

	<p>This global database include SEA.</p> <ol style="list-style-type: none"> <li>2. MTS helps the UN monitor allegations and cases. Authorities refer all allegations to UN or national authorities for investigation.</li> <li>3. The UN uses MTS to vet applications:             <ul style="list-style-type: none"> <li>- international staff</li> <li>- individually recruited military, police, corrections officers</li> <li>- UN Volunteers</li> </ul> </li> </ol> <p>It checks applications against records of misconduct.</p> <p>TCCs and PCCs vet: a) military contingents and b) FPU for prior misconduct.</p>
<p>14. Name at least three entities that investigate or support investigation of Category I and II misconduct.</p>	<ul style="list-style-type: none"> <li>▪ National authorities for military personnel</li> <li>▪ OIOS</li> <li>▪ In mission: Special Investigation Unit, Force Provost Marshall, UN Police Unit</li> <li>▪ Panels</li> <li>▪ Immediate Response Teams, set up in some peacekeeping missions to gather and preserve evidence for use in investigations</li> </ul>
<p>15. The UN substantiates a misconduct allegation. Explain how follow up is different for a) UN staff members, b) experts (police and military observers) and c) military personnel.</p>	<p><b>Staff</b></p> <ul style="list-style-type: none"> <li>▪ UN takes disciplinary action</li> <li>▪ authorities can refer criminal conduct for prosecution or national authorities may directly prosecute</li> </ul> <p><b>Experts on mission – police, military observers</b></p> <ul style="list-style-type: none"> <li>▪ deploying Member States take disciplinary action</li> <li>▪ UN can only take limited action</li> <li>▪ authorities can refer criminal conduct for prosecution, or national authorities may prosecute</li> </ul> <p><b>Military personnel</b></p> <ul style="list-style-type: none"> <li>▪ TCC sets disciplinary action or criminal sanctions.</li> <li>▪ UN can take only limited action – repatriation, disbaring – but asks TCCs to take appropriate action.</li> <li>▪ TCCs must report to the UN on misconduct investigations,</li> </ul>

	<p>prosecutions.</p> <ul style="list-style-type: none"> <li>▪ The UN follows up, until the TCC informs about actions.</li> </ul>
<p>16. Name some ways mission leaders and senior managers are responsible and accountable for SEA.</p>	<p><b>Responsibility</b></p> <ul style="list-style-type: none"> <li>▪ make sure their staff know about             <ol style="list-style-type: none"> <li>a) SEA and consequences,</li> <li>b) how seriously the UN views it - zero tolerance,</li> </ol> </li> <li>▪ make sure ALL staff take mandatory SEA training</li> <li>▪ create an environment that does not tolerate SEA – encouraging all staff to report observed or suspected SEA</li> <li>▪ appoint focal points for SEA and support awareness-raising – show up for activities</li> <li>▪ emphasize to all staff the duty to report</li> <li>▪ report all misconduct to CDT or OIOS</li> <li>▪ help provide healthy recreation for staff</li> <li>▪ be a genuine leader – a role model</li> </ul> <p><b>Accountability</b></p> <ul style="list-style-type: none"> <li>▪ track progress on procedures to reduce SEA</li> <li>▪ report all actions taken to prevent SEA</li> <li>▪ ensure cooperation during investigations</li> </ul>
<p>17. The UN's 3-pronged approach includes remedial action: name three types of remedial action.</p>	<ol style="list-style-type: none"> <li>1. victim assistance</li> <li>2. reputation repair</li> <li>3. regular briefings – i.e. to the public</li> </ol>
<p>18. Explain four main provisions in the UN's Uniform Standards on Sexual Exploitation and Abuse.</p>	<p>Uniform Standards <u>prohibit</u>:</p> <ul style="list-style-type: none"> <li>▪ sex with children under 18 years</li> <li>▪ exchanging anything for sex</li> <li>▪ use of anyone to procure sex</li> </ul> <p>Uniform Standards <u>strongly discourage</u>:</p> <ul style="list-style-type: none"> <li>▪ sexual relationships between peacekeepers and beneficiaries of assistance</li> </ul>
<b>True-false</b>	
<p>1. Unless SEA is a problem in mission, peacekeeping personnel do not need SEA training.</p>	<p><b>False.</b></p> <ul style="list-style-type: none"> <li>▪ The UN requires SEA training for all peacekeeping personnel.</li> <li>▪ SEA is often kept hidden. Perpetrators can use shame to silence victims.</li> </ul>

	<ul style="list-style-type: none"> <li>Peacekeeping personnel believing it isn't happening is not adequate preparation or prevention.</li> </ul>
2. When a person exchanges favours for sex, it is not sexual exploitation because it does not involve money.	<p><b>False</b> Sex, attempted sex, favours in exchange for sex -they are all serious. Sexual exploitation is an abuse of power. The actual act or benefit does not matter. The benefit can be money, power, social status or other favours.</p>
3. An attempted abuse of a person for sexual purposes is as much SEA as actual abuse.	<p><b>True.</b> The definition is "actual or attempted abuse" of a person for sexual purposes. Even trying to commit SEA is serious misconduct.</p>
4. Both sexual exploitation and sexual abuse involve abuse.	<p><b>True.</b></p> <p>Sexual exploitation: <i>actual or attempted abuse of vulnerability or trust for sex, profit or benefit.</i></p> <p>Sexual abuse: <i>physical intrusion of a sexual nature.</i></p> <p>"Actual or <u>attempted</u> abuse" and "actual or <u>threatened</u>" physical intrusion equal misconduct.</p>
5. Force must be used, for the UN to classify an incident as sexual abuse.	<p><b>False.</b> Force may be used: so can other means. Coercion, pressure to have sex, or manipulating a vulnerable person to have sex are also sexual abuse.</p> <p>Sexual abuse: <i>actual or threatened physical intrusion of a sexual nature, by force <u>or under unequal or coercive conditions.</u></i></p> <p>Unequal power and misuse of power apply in both sexual exploitation and sexual abuse.</p>
6. Peacekeeping personnel can have sex with prostitutes when prostitution is legal under national laws.	<p><b>False.</b> Buying sex from prostitutes is SEA for the UN, Category 1 misconduct, even if it is legal in the host country.</p>
7. Sexual harassment is Category II misconduct	<p><b>True.</b> SEA is Category 1, serious misconduct; sexual harassment is Category II. Sexual harassment is still misconduct, and still has consequences, for victims and perpetrators.</p>

	Note; if sexual harassment involves an abuse of power or trust, different power or trust, or sexual physical intrusion, it is <u>also</u> SEA.
8. The UN strongly discourages peacekeeping personnel from having sex with local people who benefit from UN assistance, but does not prohibit it.	<b>True.</b> Uniform Standards on SEA prohibit three acts – sex with children, exchanging anything for sex, and getting others to procure sex. Sex with beneficiaries of assistance is “strongly discouraged”.
9. CDT and OIOS only assess or refer some credible SEA allegations for investigation.	<b>False.</b> Authorities refer all credible allegations for investigation. The CDT assesses allegations before referral for investigation, to ensure credibility. <b>The key word is credible. All credible allegations are investigated.</b>
10. Troop and Police Contributing Countries must report to the UN on misconduct investigations and prosecutions.	<b>True.</b> The UN can only take limited action on military observers and police, and military personnel who commit misconduct. It does <ul style="list-style-type: none"> <li>▪ ask TCCs and PCCs to take appropriate action, and</li> <li>▪ requires a report back on misconduct investigations and prosecutions.</li> </ul> The UN follows up until informed about actions taken.
11. The UN can: a) withhold entitlements from staff found guilty of SEA, and b) suspend pay to TCCs and PCCs in connection with suspects, based on credible evidence.	<b>True.</b> In May 2015 the UN General Assembly adopted a report from the Secretary-General, <i>Special measures for protection from SEA</i> , which includes these measures.  SEA policy was passed in 2003. The Member States are holding the UN increasingly accountable for addressing this misconduct, including through such special measures.
12. The Secretary-General reports to the General Assembly every two years on SEA, disciplinary matters and cases of criminal acts by staff.	<b>False.</b> Secretary-General reports on these matters every year. The Security Council and General Assembly take SEA seriously, and have asked the S-G for annual reports.
13. Peacekeeping missions report quarterly and yearly on conduct and discipline to Department of Field Support at UN Headquarters in New York.	<b>True.</b> Quarterly reports are how the UN HQ stays informed about SEA, part of taking it seriously. Information in annual reports combine in the Secretary-General's annual report on SEA, misconduct and criminal acts by staff.
14. UN peacekeeping missions must help and support SEA complainants	<b>True.</b> SEA has been ignored or tolerated for many years. In too many

<p>and victims.</p>	<p>places, it still is. Victims can be blamed. The UN's zero tolerance on SEA rejects complacency and victim-blaming.</p> <p>In 2007, the UN General Assembly approved <i>The United Nations Comprehensive Strategy on Assistance and Support to Victims of Sexual Exploitation and Abuse by United Nations Staff and Related Personnel</i>.</p> <p>It requires missions to give medical and psycho-social help, legal services and immediate material care – food, clothing, shelter. Legal services include support for pursuit of paternity and child support claims.</p>
<p>15. The UN keep SEA investigations and reports fully internal, so no reputations are damaged.</p>	<p><b>False.</b> The UN communicates results of investigations to the public, proven and unproven cases.</p> <p>A mission may hold regular briefings to release information on allegations of misconduct, including SEA.</p> <p><b>It is true</b> that information is aggregated: no specific groups, contingents, nationalities or countries are “named and shamed”. The UN does try to protect reputations, but it does not keep information from the public.</p>
<p>16. Making false reports or allegations about SEA or other crimes is itself misconduct.</p>	<p><b>True.</b> Personnel must report suspicions and concerns about SEA to the CDT in mission or OIOS. But people should only make such reports in good faith. People who report concerns later proven untrue will not face repercussions.</p>