



## YFU Switzerland - attitude towards sexual harassment

The term sexual harassment refers to a number of different behaviors. First it refers to deliberate abuse and exploitation (i.e. the misuse of bonds of trust and dependent relationships). Second, it refers to unintentional transgressions. Sexual harassment is driven by a perpetrator's desire to achieve his/her goals regardless of possible harm to others. Abuse, exploitation and transgressions may be verbal or physical in nature.

YFU Switzerland does not tolerate any form of intentional or planned abuse or exploitation: Every individual has the right to define his/her own limits and these limits must be respected. Nevertheless, especially in an intercultural environment, there is always the potential for unintentional transgressions, as different cultures adhere to different rules for human interaction. See also Art. 187 Swiss Criminal Code\*

YFU Switzerland expects everybody involved with student exchange (whether directly associated with YFU or not) to place special value/emphasis on the prevention of abuse and exploitation and on the respect for the personal limits set by others. The issue of sexual harassment shall be given adequate attention and a culture of open, yet prudent communication shall be established within YFU Switzerland as well as in all of YFU Switzerland's dealings with third parties.

YFU Switzerland expects all parties associated with the organization to give adequate weight to any suspicions or actual incidents of sexual harassment and to offer support where this is in their power. If necessary, professional help shall be sought.

YFU Switzerland aims to raise awareness of the problem of sexual harassment. Therefore, YFU Switzerland conducts internal trainings on the topic and endeavors to sensitize all of its partners. Of course, YFU Switzerland is intent on lending its support to all persons affected by sexual harassment.

YFU Switzerland has implemented concrete measures for the prevention of sexual harassment and developed procedures for alleged or confirmed cases of it.

*\*Art. 187 1. Endangering the development of minors / Sexual acts with children*

*(1) Any person who engages in a sexual act with a child under 16 years of age, or, incites a child to commit such an activity, or involves a child in a sexual act, shall be liable to a custodial sentence not exceeding five years or to a monetary penalty. (2) No penalty may be imposed if the difference in age between the persons involved is three years or less.*