Gender Based Violence (GBV), Sexual Exploitation and Abuse (SEA) and/or Sexual Harassment (SH) Performance Declaration for Contractors/Sub-Contractors

Contractor/Sub-Contractor/Supplier Name : _____
Date: .../.../202...
Project reference: _____

We hereby declare that we are fully familiar with the following definitions, as applicable to our engagement in development projects financed by any project financier or lender, including but not limited to the World Bank:

Gender-Based Violence (GBV):

A harmful act perpetrated against a person's will that is based on socially ascribed gender differences. GBV includes physical, sexual, psychological, or economic harm or suffering, whether occurring in public or private life.

Sexual Exploitation and Abuse (SEA):

Any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes, including but not limited to monetary, social, or political gain from such exploitation.

Sexual Harassment (SH):

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that creates a hostile, intimidating, or offensive work environment.

Please refer to **Appendix A** for examples of behaviours that constitute GVB, SEA and SH.

We hereby declare that:

☐ (a) We have not been disqualified, nor found guilty by any project financier or lender—including the World Bank—for non-compliance with obligations related to GBV, SEA, or SH.

☐ (b) We are currently subject to disqualification by a project financier or lender for non-compliance with obligations related to GBV, SEA, or SH.

☐ (c) We were previously disqualified by a project financier or lender for non-compliance with obligations related to GBV, SEA, or SH, but an arbitral or judicial decision has reversed that disqualification in our favour.

[If (c) above is applicable, supporting evidence of the arbitral or judicial ruling must be attached.]

This declaration is made in good faith and with full knowledge that any misrepresentation may result in disqualification, contract termination, or other legal or administrative consequences.

Name of the Contractor/Subcontractor: _____

Person duly authorized to sign on behalf of the Contractor/Supplier:

Name of the person signing _____

Title of the person signing _____

Signature of the person signing _____

Date signed _____ day of _____, _____

APPENDIX A - BEHAVIORS CONSTITUTING GENDER BASED VIOLENCE (GBV), SEXUAL EXPLOITATION AND ABUSE (SEA) AND SEXUAL HARASSMENT (SH)

The following non-exhaustive list is intended to illustrate types of prohibited behaviors.

(1) Examples of Gender Based Violence (GBV):

GBV is a broader term that includes SEA, SH, and other harmful acts directed at individuals based on gender. It may be physical, emotional, psychological, or economic in nature and may take place in both workplace and community settings.

- Intimidation, threats, or acts of violence against someone based on gender, including threats of sexual violence.
- Withholding wages, benefits, or access to resources from someone based on gender.
- Using derogatory gender-based language to undermine or humiliate a colleague or community member.
- Encouraging or enabling a culture of silence around harassment or abuse, including retaliation against those who report.

(2) Examples of Sexual Exploitation and Abuse (SEA) include, but are not limited to:

Sexual Exploitation and Abuse involve abuses of power, trust, or vulnerability for sexual purposes and include acts of sexual violence.

- A Contractor's Personnel tells a community member that he/she can get them a job (e.g., cooking, cleaning) in exchange for sex.
- A Contractor's Personnel offers to expedite household electricity connections for female-headed households in exchange for sex.
- A Contractor's Personnel sexually assaults or rapes a member of the community.
- A Contractor's Personnel refuses to grant access to the project site or related services unless a sexual favour is performed.
- A Contractor's Personnel informs a job applicant that hiring is contingent upon engaging in sexual acts.
- Offering or providing money, goods, services, or employment opportunities in exchange for sex, especially where there is a clear power imbalance.

(3) Examples of Sexual Harassment (SH) in the Workplace include, but are not limited to:

Sexual Harassment includes any unwelcome sexual advance, request for sexual favour, or other verbal or physical conduct of a sexual nature that creates a hostile, intimidating, or offensive work environment.

- A Contractor's Personnel makes comments on a colleague's appearance, including sexualized or gendered remarks (e.g., "You look hot today").
- A Contractor's Personnel makes inappropriate jokes or comments implying that someone is "asking for it" based on how they dress.
- Repeated, unwanted touching, brushing, or physical contact with another person at the workplace.
- A Contractor's Personnel requests or pressures another worker to send explicit images in exchange for professional favors (e.g., promotions, raises).
- Displaying sexually explicit or suggestive materials in the workplace, including posters, screensavers, or mobile phones.
- Repeatedly making suggestive comments, gestures, or invitations despite being told they are unwelcome.