



Institutional Policy

Zero Tolerance Policy for Sexual Abuse, Exploitation, Bullying, and Harassment

2023

SenzAgro Private Limited

Zero Tolerance Policy for Sexual Abuse, Exploitation, Bullying, and Harassment

1. Purpose

Our organization is committed to providing a safe, respectful, and inclusive environment for all individuals associated with our organization. This policy aims to establish a zero-tolerance approach to any form of sexual abuse, exploitation, bullying, or harassment. We are dedicated to preventing and addressing such behaviours to ensure the well-being and dignity of everyone involved.

2. Scope

This policy applies to all individuals associated with our organization, including but not limited to employees, volunteers, contractors, clients, and stakeholders. It covers all locations, events, activities, and communication channels related to our organization, both within and outside the workplace.

3. Definitions

- Sexual Abuse: Any non-consensual sexual act or conduct, including but not limited to physical, verbal, or written behavior that violates personal boundaries.
- Exploitation: Any act or conduct that takes advantage of an individual for personal, financial, or other gains, often involving power imbalances or coercion.
- Bullying: Repeated, persistent, and unwelcome behavior that causes distress, humiliation, or intimidation to an individual.
- Harassment: Unwanted, unwelcome, or offensive behavior that interferes with an individual's well-being, creates an intimidating or hostile environment, or undermines their dignity.

4. Zero Tolerance Statement

Our organization has zero tolerance for any form of sexual abuse, exploitation, bullying, or harassment. We are committed to fostering an environment that respects the rights, safety, and dignity of every individual involved with our organization. We will not tolerate any behavior that violates this principle.

5. Prohibited Behaviors

Examples of prohibited behaviors include, but are not limited to:

- Unwanted sexual advances, comments, or gestures.
- Sexual coercion or pressure.
- Non-consensual physical contact or assault.
- Exploitative practices or relationships.
- Verbal abuse, insults, or derogatory remarks.
- Cyberbullying or online harassment.
- Discrimination based on gender, race, ethnicity, religion, or any other protected characteristic.

6. Reporting Procedures

Any individual who experiences or witnesses sexual abuse, exploitation, bullying, or harassment is encouraged to report the incident promptly. Reports can be made to the Human resource department through confidential channels, including email, phone, and online reporting platforms. We assure all individuals that their reports will be taken seriously, treated confidentially, and thoroughly investigated.

7. Investigation and Disciplinary Actions

Upon receiving a report, our organization will initiate a prompt, fair, and impartial investigation. The investigation process will respect the rights of all parties involved. If an investigation confirms the occurrence of prohibited behavior, appropriate disciplinary actions will be taken, which may include warnings, suspension, termination of employment or contracts, legal actions, or other remedies as deemed necessary.

8. Support and Resources

We are committed to providing support to individuals who have experienced or witnessed sexual abuse, exploitation, bullying, or harassment. We will offer access to counseling services, provide information on support resources, and ensure that affected individuals can access appropriate assistance during and after the process of reporting and investigation.

9. Training and Awareness

Our organization is dedicated to providing regular training and awareness programs on preventing sexual abuse, exploitation, bullying, and harassment. We will educate our staff and stakeholders about their rights and responsibilities, foster a culture of respect and inclusion, and promote understanding of appropriate behavior.

10. Compliance and Review

Compliance with this policy is mandatory for all individuals associated with our organization. We will regularly review and update this policy to align with legal requirements



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