



TOURISM DIVERSIFICATION AND
RESILIENCE IN THE GAMBIA PROJECT
BUILDING RESILIENCE AND UNLOCKING THE GAMBIA'S TOURISM TAPESTRY

Code of Conduct training for contractors

Flipchart



INTRODUCTION

REQUIRED CONDUCT

HOW TO RAISE A CONCERN

ALL CONTRACTORS ARE
EXPECTED TO SIGN A COPY
OF THIS CODE OF CONDUCT.

CONSEQUENCES FOR
VIOLATING THIS CODE
OF CONDUCT



Code of Conduct training for contractors

FLIPCHART

INTRODUCTION

In the framework of the Services for “Conduct a consultancy, works to be carried out in the Republic of the Gambia measures will be implemented by the Consultant to address environmental and social risks related to the Services, if any, including the risks of sexual exploitation, sexual abuse, and sexual harassment.

This Code of Conduct is part of Consultant/Contractor’s measures to deal with environmental and social risks related to the Services. This Code of Conduct identifies the behavior that the Consultant/Contractor must require from all persons involved in the execution of the consultancy/works.

Consultant/Contractors’ workplace must be an environment where unsafe, offensive, abusive or violent behavior will not be tolerated and where all persons should feel comfortable raising issues or concerns without fear of retaliation.



EDUCATE ALL PERSONS INVOLVED IN PROJECT IMPLEMENTATION

REQUIRED CONDUCT

1. Carry out their duties competently and diligently.
2. Comply with this Code of Conduct and all applicable laws, regulations, and other requirements.
3. Treat other people with respect, and not discriminate against specific groups such as women, people with disabilities, migrant workers or children.
4. Not engage in Sexual Harassment, which means unwelcome sexual advances, requests for sexual Favors, in appropriate touch, and other verbal or physical conduct of a sexual nature with other Experts, or Client's Personnel.
5. Not engage in Sexual Exploitation, which means any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another;
6. Not engage in Sexual Abuse, which means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
7. Not engage in any form of sexual activity with individuals under the age of 18, except in case of pre-existing marriage.
8. Complete sensitization that may be provided related to the social aspects of the Contract, including; on Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH); (show people attending a sensitisation or an education forum)
9. Report violations of this Code of Conduct direct the PIU or 1030 and
Not retaliate against any person who reports violations of this Code of Conduct.



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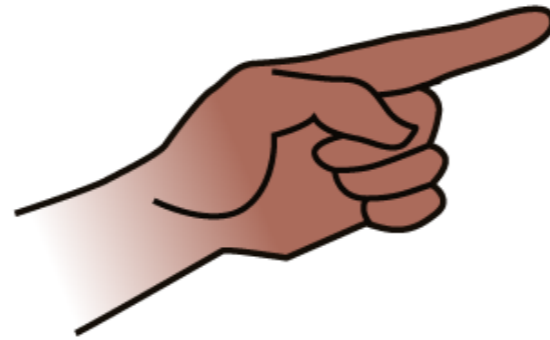
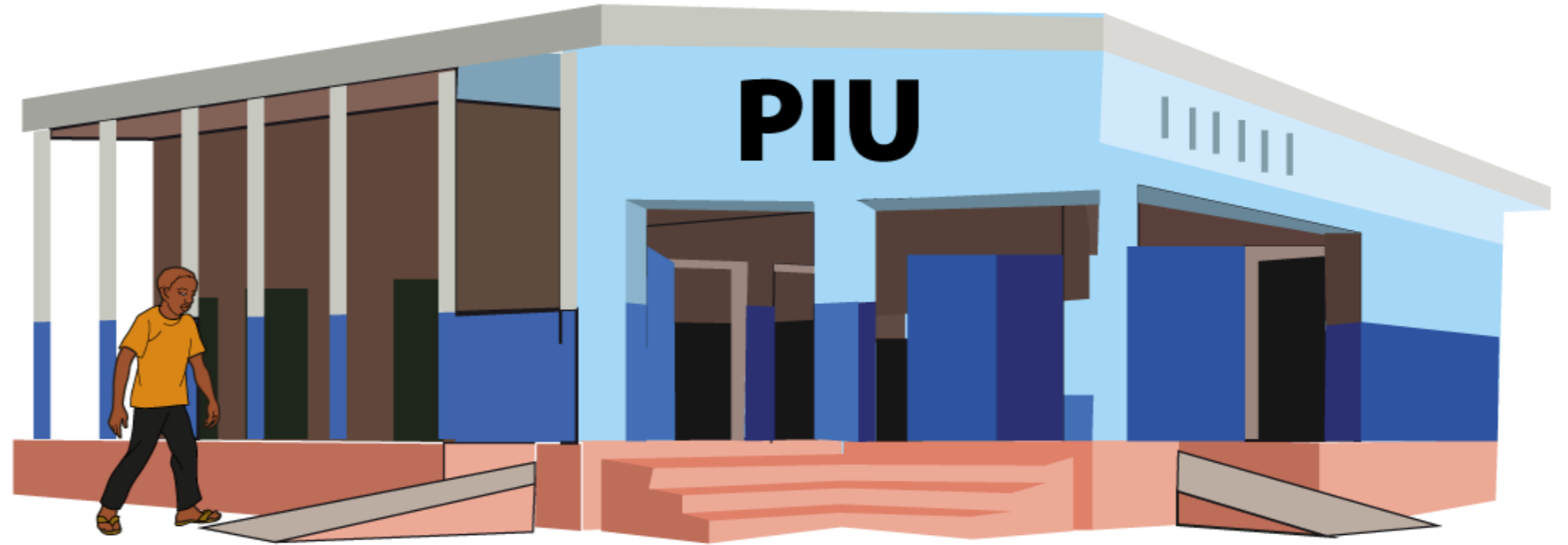
If any person observes behavior that he/she believes may represent a violation of this Code of Conduct, or that otherwise concerns him/her, he/she should raise the issue promptly. This can be done by contacting:

- **CALL 1031**
- **EMAIL Info@piumotc.gm**
- **Walk in to PIU Office**
- **GBV Specialist**
- **CALL national GBV hotline 1313**
- **Anonymous complaints-use suggestions box**

We will provide warm referrals to service providers that may help support the person who experienced the alleged incident, as appropriate.

There will be no retaliation against any person who raises a concern in good faith about any behavior prohibited by this Code of Conduct.

Retaliation is a violation of this Code of Conduct.



1031

HOW TO RAISE A CONCERN

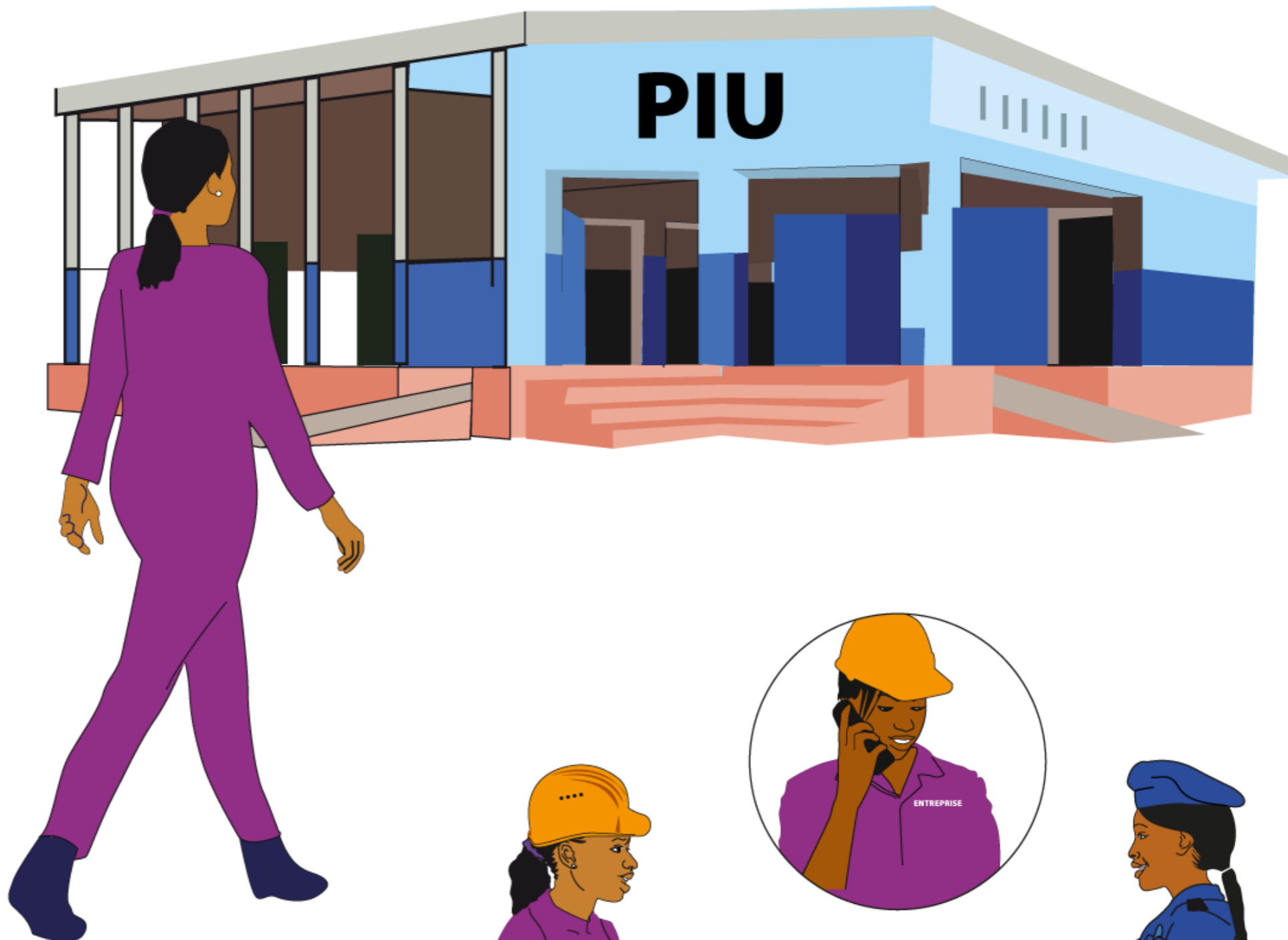
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YOU WILL NOT FACE ANY RETRIBUTION FOR REPORTING

ALL CONTRACTORS ARE EXPECTED TO SIGN A COPY OF THIS CODE OF CONDUCT.

Agree to sign the code of conduct



CONSEQUENCES FOR VIOLATING THIS CODE OF CONDUCT

Any violation of this Code of Conduct by anyone may result in serious consequences, up to and including termination and possible referral to legal authorities.



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20
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