

**CARE Australia’s Preventing Sexual Harassment, Exploitation and Abuse (PSHEA) reports from 2020/21 — presented as part of our commitment to transparency:**

Type of abuse	Reports filed	Substantiated	Outcome
Sexual harassment	5	4	<p>Three reports which related to two staff members resulted in both staff members’ employment being ceased. Records were placed on file to ensure both former staff members will not be re-employed by CARE, and are listed under the inter-agency misconduct disclosure scheme.</p> <p>One report related to members of the public harassing CARE Australia staff. CARE Australia’s response was to provide support to the staff involved, and report the events to the relevant authorities.</p> <p>One report was found to be unsubstantiated.</p>
Sexual exploitation	2	1	<p>One report was made regarding a historical relationship between a former CARE Australia staff member and a community member. As the staff member was no longer employed, no direct action could be taken. CARE Australia made restitution with the community in accordance with their cultural practices, and a record was placed on file to ensure the former staff member will not be re-employed by CARE, and is listed under the inter-agency misconduct disclosure scheme.</p> <p>One report, though unsubstantiated, led to the strengthening of community feedback mechanisms, and refresher training for staff about the risks of friendly interactions being misinterpreted.</p>
Sexual abuse	1	0	<p>One report was made anonymously and without any documentation, and therefore could not be substantiated or unsubstantiated.</p>
Domestic and gender-based violence (GBV)	2	2	<p>Two reports resulted in a staff member’s employment with CARE Australia being ceased.</p> <p>Records were placed on file to ensure both former staff members will not be re-employed by CARE, and are listed under the inter-agency misconduct disclosure scheme.</p>

