**Case Studies - PSEA**

1. Improper Gifts

When NGO staff conducted their field visits to a certain village, it was custom for the chiefs to offer the young girls of the village (many of whom were under 18) as gifts to the visitors as a way of thanking them for their aid. This practice continued for many years until a CARE staff member reported it to senior management.

Questions for Discussion

1. What is improper about this situation?
2. How should staff respond to this type of situation?

2. School Tuition

Claudine is a 16-year-old girl who lives in a small village with her five younger brothers and sisters. Her parent’s meager financial resources made it a constant struggle to pay for food, clothing and education for all of the children.

The family had talked about Claudine dropping out of school to help her mother work at the local market. Claudine’s parents were very relieved when Claudine met Alfred a CARE relief worker and began a sexual relationship with him. Alfred promised to pay for her school fees and help to pay for her brothers and sisters to continue with their education. Claudine’s parents are encouraging her to maintain the relationship because it has made it possible for all the children to continue in school and lifted the financial burden from the family.

Questions for Discussion

1. Has misconduct occurred? If so what kind of misconduct?
2. What is the most likely result of Alfred 's actions?

3. Extra Food

Albert is one of the food-distribution staff who works for CARE in one of the relief camps. He has become fond of an adolescent girl named Gloria and offers to give her extra food during the distributions if she will be his “friend”. They begin a consensual sexual relationship and neither of them thinks there is anything wrong. Gloria hopes that the relationship will be her passport to a better life out of the camp, and Albert does nothing to discourage these hopes.

Questions for Discussion

1. What is wrong with this situation?
2. What is the most likely result in this situation?

4.Taken for a Ride

Faustin is a local driver who works for CARE transporting relief items from the warehouse to the camps for distribution. While making a delivery, he offers a ride back to the camp to Diane, a 16-year-old girl who he often sees walking along the side of the road. A friendship develops, and Faustin frequently offers to drive her wherever she is going and occasionally offers her small items from the relief packages on his truck for her to give to her family. Faustin really likes the girl, and was delighted that when he drove her home she invited him in to meet her family. The family was pleased that Diane has made friends with Faustin, and is very supportive of them starting a relationship because of Faustin’s ability to help the family.

Questions for Discussion

1. What if anything is wrong with this situation?
2. What consequences might occur as a result of his actions?

5. Pickup Spot

Following a brutal internal conflict a tentative peace agreement is in place, but the area where you are stationed remains tense and full of impoverished, desperate, displaced people.

One of the few safe and available recreational opportunities is meeting with colleagues and other international staff at a local bar near the office after work. Many young girls from rural areas with no family support or other income are driven to prostitution. These girls frequent the bar because they are “in demand” due to the incorrect local belief that a sex with young girls carries no risk of contracting HIV. You are shocked to see an international staff member from another reputable NGO leaving with one of the young girls in his car.

Questions for Discussion

1. What should you do after witnessing this act?
2. How would your answer be different if the employee is a member of the local community?