

 <p>JPIC OFM PAPUA</p>	<p><b>JPIC OFM PAPUA</b>  <b>(Justice, Peace, and Integrity of Creation Ordo Fratrum Minorum)</b></p> <p>=====</p>							
	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">JPIC OFM Papua</td> <td style="width: 50%;">Tel : +62- 967 – 5191510</td> </tr> <tr> <td>Kotak Pos 237</td> <td>Fax : +62 – 967 – 5191510</td> </tr> <tr> <td>SENTANI 99352 PAPUA –</td> <td>E-mail : <a href="mailto:skpkc2010@gmail.com">skpkc2010@gmail.com</a></td> </tr> <tr> <td>INDONESIA</td> <td>Web : <a href="http://www.fransiskanpapua.org">www.fransiskanpapua.org</a></td> </tr> </table>	JPIC OFM Papua	Tel : +62- 967 – 5191510	Kotak Pos 237	Fax : +62 – 967 – 5191510	SENTANI 99352 PAPUA –	E-mail : <a href="mailto:skpkc2010@gmail.com">skpkc2010@gmail.com</a>	INDONESIA
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## **JPIC OFM Papua – Anti-Harassment Policy**

### **Introduction**

JPIC OFM Papua is committed to fostering a safe, respectful, and inclusive environment grounded in human dignity, mutual respect, and non-violence. Harassment, discrimination, intimidation, and abuse of power undermine justice, participation, and organizational integrity. This policy affirms JPIC OFM Papua’s zero-tolerance approach to all forms of harassment in its workplace, programs, partnerships, and digital spaces.

### **Principles**

JPIC OFM Papua upholds the following principles:

- Every individual has the right to work and participate in an environment free from harassment and intimidation.
- Harassment and retaliation are unacceptable and will not be tolerated.
- Power relations must be exercised responsibly and ethically.
- Complaints are handled confidentially, fairly, and without retaliation.
- Respect, inclusion, and accountability guide all organizational relationships.

### **Definitions**

#### **Harassment**

Harassment includes any unwelcome conduct—physical, verbal, psychological, sexual, or digital—that violates dignity or creates a hostile, intimidating, degrading, or offensive environment.

#### **Sexual Harassment**

Any unwelcome sexual advance, request for sexual favors, or conduct of a sexual nature, whether direct or indirect.

#### **Retaliation**

Any adverse action taken against an individual for reporting concerns or participating in an investigation.

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## Scope

This policy applies to all staff, volunteers, consultants, partners, and participants engaged in JPIC OFM Papua’s activities, including offices, fieldwork, trainings, community engagements, and online platforms. Partner organizations and associates are expected to uphold equivalent standards.

## Implementation

1. The policy is communicated to all staff and relevant partners.
2. All individuals associated with JPIC OFM Papua are expected to adhere to respectful conduct.
3. Harassment concerns can be reported through designated leadership or trusted channels.
4. Reports are handled confidentially and investigated responsibly.
5. Proven violations result in appropriate corrective or disciplinary measures.
6. The policy is periodically reviewed to ensure effectiveness and relevance.