



# Integrity and Gender Virtual Dialogue Series

## Sextortion

## Key Takeaways

#Compliance #Integrity #Gender #Regional #Exchange

22 September 2020 | Latin America

Understanding the complex relationship between gender and corruption is an essential step towards promoting women's rights and establishing a level playing field. This second event in the series seeks to delve in the problem of sextortion by sharing statistics and existing information on how sextortion affects women disproportionately in the business and discussing the existing tools to counter it.

The following experts from Latin America were invited to share their perspective:

1. **Luciana Torchiaro**, Regional Counselor for Latin America and the Caribbean, Transparency International
2. **Noelia De Belder**, Senior Attorney, Beccar Varela
3. **Susana Silva Hasembank**, Expert in Public Integrity

With the moderation of:

- **Marcela Huaita Alegre**, Lawyer, Professor at the Pontificia Universidad Católica del Perú and Associate Researcher at the Institute of Human Rights

## Challenges

- Sextortion affects women disproportionately.
- Even though the problem is widespread in Latin America, it is not talked about often by compliance and anticorruption experts.
- There is a lot of confusion with the definition of the concept. When is a case considered as sextortion?
- Sextortion is normally seen as an economic or financial problem while it can often present a sexual exchange.
- There is little statistical data, little reporting and basically no legal framework to address the problem, which makes it more difficult to counter.
- There is little participation of women at the decision making level in governments and in companies.
- There is a lack of commitment or awareness by top management on addressing the topic effectively.



## INTEGRITY AND GENDER VIRTUAL DIALOGUE SERIES

### Sextortion - Key Takeaways

#Compliance #Integrity #Gender #Regional #Exchange | 22 September 2020

#### Best practices

- Empowering businesswomen and providing them with tools to prevent and counter sextortion.
- Even though we still need to generate qualitative and quantitative data to have a clearer picture of the problem and of how it affects women. Some organisations, such as Transparency International, are starting to gather important data to understand the problem.
- International initiatives, such as the Alliance for Integrity, are raising awareness of the issue between all sectors including the public and the private sector as well as civil society.
- Creating and promoting reporting channels to report safely and with full anonymity.
- Incorporating women in higher level positions in the public and private sectors, so they can be present at the decision-making level.

#### Recommendations

- For the private and public sector to create an alliance with civil society in order to collect data and information relevant to countering the problem of sextortion.
- For companies to train their human resources and compliance departments in gender issues.
- Finding a way for the human resources and compliance departments to work together, in order to create integrity and compliance programmes with a gender perspective and the recognition of sextortion as a recurrent problem in the private sector that especially affects women.
- Giving the management of reporting channels to external and reliable third parties, to guarantee the anonymity and safety of the reporters. Some international organisations, with proven experience in fighting sextortion can be a good candidate for this.
- Creating protocols and procedures so as not to re-victimise women and to not discredit their sayings.
- Creating a department that deals with gender issues and give them the sufficient power to investigate the reports of sextortion.
- Senior management must show and communicate their commitment to setting an ethical tone, leading by example, and displaying a zero tolerance against sextortion.
- Legal acknowledgment to this problem should take place, creating laws addressing it specifically.