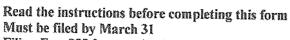
# Office of the Minnesota Secretary of State Minnesota Public Benefit Corporation / Annual Benefit Report

Minnesota Statutes, Chapter 304A



Filing Fee: \$55 for expedited service in-person, \$35 if submitted by mail



The Annual Benefit Report covers the 12 month Notice: Failure to file this form by March 31 of t status without further notice from the Secretary	this vear will recult	in the reversion of	the server services?	s public benefii 301
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2. The public benefit corporation's board of directo	ors has reviewed and	l approved this report.	gagitutungassantaya, gadan asis katangsaya dan da	NCK VSC AND
3. In the field below, enter the information required (see instructions for further information): Note: Use	by section 304A.30 additional sheets if no	I subd. 2 or 3 for the peeded. (Required)	period covered by t	his report,
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4. I, the undersigned, certify that I am the chief exec			XIIILOO OO	
current when signed. I further certify that I have co and correct and in compliance with the applicable am subject to the penalties of perjury as set forth i	e chapter of Minnes in Section 609.48 as	ota Statutes - Lundardo	and that he circuit -	. 41. Jan 21
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Email Address for Official Notices				
Enter an email address to which the Secretary of Sta	ate can forward offic	cial notices required by	y law and other no	tices:
colleen@humanitarianHR.org	99/ANNO 10 ANNO 10 ANN	-		
Check here to have your email address excluded	from requests for bu	ilk data, to the extent a	llowed by Minnes	ota law.
List a name and daytime phone number of a person	on who can be cont	acted about this fort	n:	
Colleen Striegel	61	2-282-6126		
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# HumanitarianHR

## HumanitarianHR, SBC Annual Report 2019

#### Background on HumanitarianHR

HumanitarianHR was established as a Specific Benefit Corporation (SBC) on May 24, 2018 to prevent and protect vulnerable people from sexual exploitation, abuse, and trafficking.

In tandem with the global movement to end impunity for sexual harassment and exploitation, HumanitarianHR was launched to eradicate the sexual exploitation, abuse, and trafficking of refugees and displaced people by those working in the development and humanitarian sector. HumanitarianHR has a diverse team of consultants helping organizations develop the highest standards to protect affected populations from sexual exploitation and abuse, safeguarding dignity and restoring hope for those silenced in global development and aid settings.

#### HumanitarianHR services provided include:

- Safeguarding policy and practice recommendations
- Independent safeguarding investigations and recommendations
- Development of safeguarding investigation procedures
- Protection from sexual harassment, exploitation, and abuse (PSHEA) training for staff and managers
- Training for safeguarding investigators and focal points

- Development of prevention, response, and accountability mechanisms, including community-based complaint mechanisms
- PSEAH prevention mainstreaming
- Auditing of safeguarding programs
- PSEAH accountability and compliance guidance for contractors and vendors
- Ombudsman support for survivors
- Protective accompaniment for vulnerable people

HumanitarianHR focuses exclusively on helping organizations bolster their safeguarding work to protect the people they serve from sexual exploitation, abuse, and harassment by humanitarian actors.

- (i) The ways in which the corporation pursued and created the specific public benefit stated in its articles and
- (ii) The extent to which that specific public benefit purpose was pursued and created

In 2019, HumanitarianHR, SBC performed the following services in conformance with its mission as a specific benefit corporation:

 Secured a major grant from the World Bank to develop sexual exploitation and abuse (SEA) complaint handling guidelines, and a workshop to train (SEA) investigators for two of its operations, one in the Democratic Republic of Congo (DRC) and the other in Kenya. Considerable work was done by HumanitarianHR in 2019 on the development of the guidelines. Two teams were deployed, one to DRC and one to Kenya, to conduct a needs assessment. Training workshops were developed based on the results of the assessments, which will be conducted in 2020, and tested during a pilot period.

Provided services to an international humanitarian organization, with headquarters in

Minnesota, in implementing a comprehensive protection from SEA program.

- Developed policy guidelines on receiving and responding to complaints of sexual exploitation and abuse of Syrian migrants in Turkey for a UN agency, the International Organization of Migration. Conducted two workshops, one in March and one in June on conducting investigations into allegations of SEA for Syrian NGOs doing cross-border work on the Syria/Turkey border. Also developed a workshop for managers on managing SEA investigations which was also held in Turkey in June, for managers of the Syrian humanitarian NGOs.
- Conducted an investigation into allegations of sexual abuse of refugees by medical staff at a clinic in a refugee camp in Rwanda, for an international humanitarian agency.
- Worked with an international disaster relief agency to develop policies to protect their volunteers from sexual harassment and abuse. Conducted a workshop for key managers and staff on preventing sexual harassment and abuse.
- Visited centers for asylum seekers in Nogales, Mexico to determine how HumanitarianHR can work to protect migrants from sexual exploitation and abuse.
- The CEO was invited to speak at the following events:
  - A local event entitled, Times Up: Ending Violence Against Women Worldwide, in March 2019. The event was to raise awareness of the problem of sexual exploitation and abuse of women throughout the world.
  - o The World Humanitarian Forum in London in April 2019. The topic was: Preventing Sexual Exploitation and Abuse by Aid Workers.
  - The World Without Genocide event at Mitchel Hamline School of Law in December 2019 on ending sexual exploitation and abuse in conflict settings.
- Secured a retainer agreement with a major international humanitarian aid and development organization to provide advice on safeguarding vulnerable populations from sexual exploitation and abuse, to develop safeguarding policies and procedures, to deliver training workshops, and to conduct investigations of employee sexual misconduct in their global operations.
- (iii) Any circumstances that hindered efforts to pursue or create the specific public benefit.

  Nothing hindered HumanitarianHR, SBC's efforts to pursue or create its specific public benefit.

### CERTIFICATION BY THE BOARD OF DIRECTORS

The undersigned, being all the directors of HumanitarianHR, SBC, hereby acknowledge and certify that we have reviewed and approved this Annual Benefit Report for a Specific Benefit Corporation.

Colleen Striegel

#### **SUBMISSION**

I, the undersigned, certify that I am the Chief Executive Officer of this Specific Benefit Corporation. I further certify that I have signed this document no more than 30 days before the document is delivered to the Secretary of State for filing, and that this document is current when signed. I further certify that I have provided all the required information and that the information in this document is true and correct and in compliance with the applicable chapter of Minnesota Statutes. I understand that by signing this document I am subject to the penalties of perjury set forth in Section 609.48 as if I had signed under oath.

Colleen Striegel

**Chief Executive Officer** 

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OFFICE OF THE SECRETARY OF STATE
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Steve Simon Secretary of State

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