**Record of Emergency Data (RED) Form
Sexual Exploitation and Abuse and Harassment FAQs**

### What is an Itad Record of Emergency Data (RED) form and how is the information used?

A RED form requests basic personal and medical information that may be relevant should you need to receive treatment whilst on deployment, this could be for any medical eventuality and covers basic information such as blood type and allergies and who you wish for us to contact should you be involved in an emergency. There are further questions on the medical support you may need in the event of a sexual assault, should you not be able to make clear decisions for yourself. In these situations, knowing your wishes in advance helps support you in the best way possible.

We understand this subject is very sensitive and not something many people wish to think about. Itad takes the safety of its staff and consultants extremely seriously and takes as many mitigations as possible to reduce the risk of harm during any Itad work. However, we are acutely aware of the world we operate in, at home and abroad, and that there is the potential for the worst to happen. We feel it is important to acknowledge these risks and, in the unlikely event that one of our team members is affected, we want to support them in the most respectful, caring and appropriate way.

### Why is Itad addressing the subject of SEAH (sexual exploitation and abuse and harassment) on its record of emergency data form?

Whilst the vast majority of people will not encounter any issues while travelling overseas, it is prudent to consider what could happen and its potential consequences. Whilst any form of assault is frightening and traumatic, sexual assault also raises unique issues around sexually transmitted diseases and a potential and unwanted pregnancy. Unfortunately, in two specific areas, HIV infection and emergency contraception, decisions must be made within hours of an assault, so it can be helpful to have thought through these scenarios in advance. This does not negate the fact that all victims of assault need ongoing support as a broader package of care, but this can happen at a steadier pace as it is not as time critical.

This subject is personal to each person, so these additional questions are not mandatory and if you choose not to answer them on the RED form there are no repercussions.

### Does Itad have to be informed if I have been sexually assaulted whilst deployed overseas?

No, Itad does not have to be informed. This subject is very sensitive and personal, and we understand you may not wish this information to be shared with the company or your emergency contact. In the event of any incident resulting in medical treatment, Itad will confidentially forward RED forms to the treating health care professionals to enable your pre-disclosed information to be taken into account.

### Why wouldn’t I be able to inform the health care professional of my treatment choices myself?

We would hope that any person would be able to directly convey their personal wishes to their attending doctor, however this may not always be the case. The person may be temporarily unconscious or suffering from trauma that means they are unable to directly convey their wishes. Owing to the time constraints of some treatments it could be helpful for the medical team treating you to know your wishes. Although post exposure prophylaxis (PEP) and emergency contraception are available virtually worldwide, some clinics and hospitals, particularly those in remote areas, may need to order them in.

### What is Post Exposure Prophylaxis (PEP)?

If a person thinks they have been exposed to HIV infection they should seek medical advice immediately. This is because they can be given PEP - a combination of drugs used to try and prevent an HIV infection from taking hold. These MUST be taken within 72-hours of exposure and ideally should be taken within the first 24-hours.

PEP treatment is a combination of potent anti-viral drugs taken orally for 28 days. It has been shown to reduce the risk of contracting HIV by at least 80% if commenced within the crucial 72-hour window.

The World Health Organization has guidelines on the use of PEP and it is now available worldwide. PEP can be obtained for free in the UK at any Sexual Health Clinic.

### Why would Itad need to know if I can take PEP and why wouldn’t I be able to have PEP?

PEP treatment is only effective when started within 72-hours of exposure to HIV. In the vast majority of cases, the victim of the assault will be able to communicate their wishes about its administration directly to the attending doctors. When this is not the case, allowing Itad to convey your wishes means that the medical team can ensure they have PEP available. This is particularly important in places where it must be ordered in advance and will make sure the most effective treatment is received as soon as possible.

Itad can pass this information on to the treating doctors without knowing the full incident details should the person wish this to remain confidential.

Overall, the drugs in PEP pose a relatively low risk for drug-drug interactions but they can negatively interact with some medications and may not be suitable for people with severe kidney or liver disease.

It is important for a doctor to know about any underlying health conditions and/or regular medications prior to prescribing PEP.

### Why is emergency contraception relevant?

There are two forms of emergency contraception, a form of contraceptive pill (usually referred to as the ‘morning after pill’) and an IUD (intra-uterine device, often referred to as ‘the coil’). In the context of a sexual assault, most women prefer to opt for the morning after pill as it is much less invasive. The pill must be taken within 3 to 5 days of the assault depending on the brand. The pill stops an egg from reaching the womb and being fertilised. It is NOT the same as the abortion drug which is sometimes used to end an established pregnancy. The morning after pill is up to 95% effective at preventing pregnancy if taken within 24-hours. This effectiveness diminishes with time to around 60% after 72-hours. The morning after pill is widely available around the world with the exception of the countries of the Arabian Peninsula.

Whilst most women do not want to have an IUD fitted in the aftermath of a sexual assault, it can be fitted up to 5 days after the assault and is 99% effective in preventing pregnancy. Availability varies around the world, but this may be an option for a woman who returns swiftly to their country of residence and wishes to then have it fitted by her own doctor.

There are some circumstances whereby an affected person may not wish to take emergency contraception. These could be religious, cultural or personal choice. We want to make sure each person’s wishes are considered before any treatment takes place.

### Why do you need to know if I consent to emergency contraception?

The standard treatment protocol for medical providers is to administer emergency contraception. However, given the inherently personal nature of this decision and the timebound nature of its effectiveness, Itad need to ensure that personal wishes are followed in regard to this treatment.

### This is sensitive and distressing subject. Can I talk to someone outside of Itad for support and advice?

Yes, there are options available if you wish to speak to someone external to Itad. Through our security assistance provider ISOS we have access to their [emotional support services](https://www.internationalsos.com/medical-and-security-services/assistance/emotional-support), which allows you to speak to a mental health professional on a one-off or short term basis and is available 24/7. We have our Employee Assistance Programme for staff which can be accessed at [www.healthassuredeap.co.uk](https://eur02.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.healthassuredeap.co.uk%2F&data=02%7C01%7Cpippa.sturges%40itad.com%7Cc56c5feb490b41a9866508d823f85f81%7C286c631ea77646caadbc4aaca0a3a360%7C0%7C0%7C637298896968662722&sdata=s%2FPLrc5%2FzdwBmEIMLp2X5DWuOIlFL1Rsnehkz6mz0LM%3D&reserved=0). Username and Password: Itad or call 0800 030 5182 for a 24-hour confidential helpline. We also have access to Karen Abbs, a psychological support professional who can offer one-to-one specialist counselling.

### Further information and resources:

<https://www.tht.org.uk/hiv-and-sexual-health/pep-post-exposure-prophylaxis-hiv>

<https://www.uhb.nhs.uk/Downloads/pdf/PiPepMedication23Day.pdf>

<https://www.nhs.uk/common-health-questions/medicines/can-post-exposure-prophylaxis-pep-stop-me-getting-hiv/>

<https://www.mass.gov/info-details/emergency-contraception-after-sexual-assault>

<https://www.hiv.gov/hiv-basics/hiv-prevention/using-hiv-medication-to-reduce-risk/post-exposure-prophylaxis>

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