



TERMS OF REFERENCE

CONSULTANT ON SEXUALITY AND DISABILITY

Location: Work closely with Damnok Toek project team in Kep

Report line: This position is reporting to the Executive Director

Starting date: As soon as possible

Expected number of days: Max 20 days

Closing date: 4 September 2026

Background

Damnok Toek ("Drop of water" in English and "Goutte d'eau" in French) is a Cambodian organisation working with vulnerable children, young adults and their families. Damnok Toek runs projects in Poipet, Neak Loeung and Kep in the fields of Child Protection, Education, Safe Migration and Disability. More information on the projects and beneficiaries is available on Damnok Toek's website: www.damnoktoek.org.

Damnok Toek (DT) is committed to promoting the rights, dignity, safety, and well-being of people with intellectual disabilities (PWID) supported through its residential project. As adolescents and adults with intellectual disabilities have the same rights to develop relationships and express their sexuality as other individuals, DT recognizes the need for a clear internal framework to guide staff and residents, on acceptable practices, boundaries, safeguarding measures, and support arrangements.

To ensure that rights-based and safeguarding approaches are balanced, DT seeks a qualified consultant to develop practical internal procedures and arrangements as well as training staff and residents regarding sexuality and intimate relationships among residents with intellectual disabilities.

The assignment should ensure a balance between the rights of people with intellectual disabilities to relationships, intimacy, and self-determination, and DT's responsibility to provide a safe, protective, and respectful living environment.

Objective

To develop an internal guideline/procedure and implementation framework that enables DT staff and residents to clearly understand:

- What sexual and intimate relationship behaviors are permitted and not permitted within DT's project.
- How informed consent and decision-making capacity should be assessed and supported.
- What safeguards are required to prevent abuse, exploitation, coercion, and harmful behaviors.
- What practical arrangements DT should establish to appropriately accommodate consensual relationships among residents while ensuring safety, privacy, and dignity.

Scope of Work

The consultant will:

1. Review relevant international standards, disability rights principles, safeguarding policies, and applicable Cambodian legal and policy frameworks.

2. Conduct consultations with DT management, staff, and where appropriate, residents and caregivers.
3. Assess current practices, challenges, and risks related to sexuality and relationships among residents with intellectual disabilities.
4. Develop an internal procedure/policy including:
 - Guiding principles and rights-based approach.
 - Definitions and key concepts.
 - Rules regarding acceptable and unacceptable behaviors.
 - Consent, capacity, and supported decision-making considerations.
 - Privacy and confidentiality arrangements.
 - Safeguarding and reporting procedures.
 - Staff roles and responsibilities.
 - Procedures for managing intimate relationships among residents.
 - Risk assessment and documentation requirements.
5. Develop user-friendly guidance and communication materials for staff and residents.
6. Facilitate a validation workshop and incorporate feedback into the final document.

Expected Deliverables

1. Draft Internal Procedure/Policy on Sexuality and Relationships among People with Intellectual Disabilities.
2. Facilitation of one validation workshop.
3. Finalized procedure/policy and implementation guidance.
4. Orientation materials for staff and residents so that they are well informed.

Required Qualifications

The consultant should have:

- Advanced qualification in disability studies, psychology, social work, human rights, safeguarding, public health, or related fields.
- Demonstrated practical experience in intellectual disability and sexuality.
- Strong understanding of sexuality, consent, supported decision-making, and rights-based approaches for persons with disabilities.
- Excellent facilitation, consultation, and report-writing skills.
- Experience working in Cambodia is an advantage. A team of Cambodian and international professionals is preferred for the assignment.

How to apply

Interested consultant(s) should submit a proposal (max 5 pages) responding to the ToR. It may explain the relevant experience of the assignment and understanding of the tasks, the approach and timeframe, list of similar assignments and samples of previous similar assignments, and a financial proposition with the expected remuneration. CV of the individual consultant or CVs of members of the consulting team should be attached along with the proposal.

Send your application to admin_hr@damnoktoek.org by 4 September 2026.

Only shortlisted candidates will be notified. For further information about the organization, visit our www.damnoktoek.org, follow us on [Facebook](#) or send a mail to contact@damnoktoek.org.