

Code of Conduct

Code of Personal Conduct, FIAN Norway

These guidelines apply to all activities related to FIAN Norway, whether implemented by participants, partners, staff or board members of FIAN Norway.

1. RESPECT FOR HUMAN DIGNITY

Respect is to be shown to every individual, regardless of gender, age, religion, sexuality, ethnicity or political affiliation. Any and every form of mental or physical violence is not tolerated. Likewise the purchase of sexual services, the use of illegal drugs, and the misuse of alcohol are unacceptable.

2. CULTURAL SENSITIVITY

All those working under the auspices of FIAN Norway are expected to familiarise themselves with the local culture, including local religion and its observance, and to show full respect through their behaviour and their manner of dress.

3. SECURITY ASPECTS

Those working under the auspices of FIAN Norway are expected to familiarise themselves with the local and national security situation, including the safety of human rights defenders. Further, they are to obey the laws of the country in which they are present, including its traffic laws and security measures.

4. ENVIRONMENTAL CONSIDERATIONS

Consideration is to be given to the environmental consequences of all activities; wherever possible, environmentally sustainable solutions are to be preferred.

5. CORRUPTION

Corruption is never to be encouraged - whether through accepting personal services or favours, or offering these to suppliers, civil servants or others. Project means are to be correctly employed; misuse will not be tolerated.

6. CONFIDENCE and GOOD WILL

All participants, partners and staff of FIAN Norway are responsible, through their work, for maintaining and promoting confidence and good will towards the organisation. It is their responsibility to ensure that the methods employed and the activities implemented are in accordance with the basic values and principles of FIAN Norway.

7. SANCTIONS

Persons who do not obey by these codes will be held responsible for their actions by the board of FIAN Norway. Disciplinary actions such as loss of membership or loss of employment possibilities may be used.