



Ethical guidelines

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.

FIAN Norway ethical standards have been developed in line with, and follows the ethical standards outlined, by UN and ILO conventions. All employees, board members, volunteers, members, consultant and others acting on behalf of FIAN Norway have the duty to act in accordance with FIAN Norway's core values outlined in this code of conduct.

1. RESPECT FOR HUMAN RIGHTS

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

FIAN Norway does not tolerate sexual abuse, sexual exploitation or harassment. This kind of exploitation often involves providing material goods or privileges in exchange for sexual favours. Sexual acts with children (persons under 18) must not occur, regardless of local age of majority and/or local age of valid consent. Ignorance or wrong perception about the child's age shall not exempt from liability. This also applies to the spread or use of material that exploits children.

2. CULTURAL SENSITIVITY

All those working under the auspices of FIAN Norway are expected to familiarise themselves with, and respect the host country's laws, local culture, including local religion and its observance, and to show full respect through their behaviour and their manner of dress, insofar as these are not in conflict with international human rights standards.

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. See also FIAN Norway's travel and safety protocol which is available from the secretariat in Oslo for additional instructions regarding security.

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 or tolerated – 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. See the “FIAN Norway - Anti-Corruption Manual” and “FIAN Norway - Whistleblowing routines” for our detailed guidelines and policies.

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 may include, but are not limited to, loss of membership or loss of employment possibilities, and legal actions.

8. About FIAN Norway’s Ethical Guidelines

“FIAN Norway ethical guidelines” are part of an integrated organizational approach and is reflected in all our operating manuals and guidelines. Our ethical standards are further outlined in our operating documents and procedures. The following documents in particular should be considered an integral part of our ethical guidelines:

- FIAN Charter of ethical principles
- FIAN Norway - Anti-Corruption Manual
- FIAN Norway - Procurement Management Guide
- FIAN Norway’s financial procedures
- FIAN Norway - Whistleblowing routines