



DEVELOPMENT PARTNER

Code of Conduct for Erikshjälpen/ERIKS Development Partner

Introduction

Being involved with ERIKS brings with it great responsibility, not only in the implementation of the work, but also in terms of the behaviour of the people involved. The vision and values of ERIKS are to be reflected in all our work and conduct, inside and outside the organisation. This means that it is very important for you to maintain our good reputation, in your work with partner organisations, in contact with authorities and with people in general – in-country and abroad.

These guidelines are expected to be adhered to by everyone who engages in assignments on behalf of ERIKS; all staff, board members, and those engaged as experts or consultants.

1. Transparency

Decisions must be open and transparent. Everything you do in your work must be transparent and verifiable for colleagues and others ERIKS chooses to involve in this work.

2. Respect

You have a responsibility to treat all people with respect. You must have understanding for the opinions and views of others. When working to promote child rights and ERIKS' vision and values in a context which conflicts with these values, it is important to act wisely and with sensitivity.

3. No Abuse of Your Position of Power

Development aid and assistance not only means a transfer of financial resources and knowledge, it often brings with it an aspect of power. In your work, it is therefore likely that you will come into contact with people who are or who feel as though they are in a position of dependence to you. This could be people in the partner organisation or people in the target group, or other people within ERIKS. You must never abuse your position of power.

In addition, you must not abuse your position of power to give other people benefits that they would not normally have had. Your behaviour and relationship with the partner organisation and other people must not be such that people believe you are demanding or expecting different services or benefits.

4. Non-Discrimination

You must not discriminate against any individual person or group, irrespective of gender, age, ethnic background, religion, sexual preference, political beliefs or functional impairment; either within ERIKS, the partner organisation or people in general.

It is important that you pursue this obligation actively in the framework of partnership collaboration, as project and its activities should aim at making it possible for the aforementioned groups or people to take part.

5. No Sexual Abuse or Harassment

All forms of sexual abuse are forbidden, as are all forms of sexual contact between adults and children, i.e. persons under the age of 18. Purchasing sexual services is strictly forbidden. It is forbidden to use the technical equipment (computers etc.) that ERIKS provides you with to look at or spread pornographic material.

No employee or person that you come into contact with should in any way be exposed to sexual harassment, either physically or psychologically. Sexual harassment refers to unwelcome behaviour based on gender, or unwelcome behaviour of a sexual nature that violates the person's integrity.

You have an obligation to know about and follow ERIKS' Child Protection Policy.

6. Non-Corruption

Corruption means misusing an organisation's/company's/authority's resources for your own benefit. You must not in any way contribute to corruption, for example by giving or receiving bribes, either in the form of money or other benefits with the aim of giving you advantages over others.

ERIKS' anticorruption policy and response plan have a zero tolerance approach to corruption. If you suspect any irregularities, the response plan tells you whom at ERIKS to contact.

7. Alcohol and Drugs

When you are working (in-country or abroad), alcohol consumption is only allowed in exceptional circumstances, such as official dinners or similar occasions. On these occasions, it is extremely important to consume alcohol in moderation. During your free time on work mission, you should also be restrained in your alcohol consumption, as you are a representative for ERIKS.

ERIKS never pays or offers alcohol.

Alcohol consumption is completely forbidden when driving, and as a passenger, you should always react if you suspect that the driver is drunk.

All forms of involvement with, possession or consumption of narcotic preparations are forbidden, unless when they are prescription drugs for your own use.

8. Knowledge of the Guidelines

Everyone who engages in assignments on behalf of ERIKS; all staff, board members, and those engaged as experts or consultants, must be made familiar with this Code of Conduct. Being one of these persons, you are obliged to familiarize yourself with and follow these guidelines.

9. Follow-up

This code of conduct is a guiding document that has been adopted by ERIKS' Board of Directors. From October 1st 2013, this document must be signed by all engaged in assignments on behalf of ERIKS; all staff, board of directors, and those engaged as experts or consultants.

In case of suspected breach of the Code of Conduct, you must be given a written warning and the possibility to respond to the allegations. Repeated or deliberate breach of the Code of Conduct may result in termination of the employment/assignment. Any termination of employment will be presented to the Board of Directors for a final decision on the matter. If a failure to follow the regulations is also a breach of Swedish law, you can also be taken to court.