

Ethical Guidelines

Adopted by the Board on 23 April 2022

Introduction

As a feminist, non-profit civil society organization, the Global Network of Women Peacebuilders (GNWP) adheres to the highest ethical standards because it is the right thing to do and public trust in our performance is the bedrock of our legitimacy.

The members of the Board of Directors, the International Advisory Council, staff, consultants, and volunteers (also referred to as GNWP Team) are expected to demonstrate their commitment to the core values of integrity, honesty, fairness, openness, respect, and responsibility.

GNWP has adopted policies on the Prevention of Sexual Harassment, Exploitation, and Abuse; Gender Equality; Anti-Corruption; Whistleblower Protection; Conflict of Interest, Do No Harm, and Privacy and Data Protection. These Ethical Guidelines complement the above-mentioned policies. They also spell out our overarching principles and values regarding our work and how we relate to each other, our members, partners, and community. They drive our decision-making and guide us in our daily work. We are committed to the following:

The Guidelines

1. **Respect for human rights.** In all its work, GNWP respects all rights and freedoms set forth in the Universal Declaration of Human Rights, without distinction of any kind, such as race, ethnicity, age, color, sex, gender, socio-economic status, language, religion, political or other opinions, national or social origin, property, birth or another status.
2. **Conduct in countries and communities of implementation.** GNWP respects the host country's laws, culture, and religion for as long as these are not in conflict with international human rights standards. The GNWP Team members adapt their behavior, appearance, and verbal expression to the function they exercise and to the host country's customs.
3. **Conduct towards the population and colleagues.** All GNWP Team members demonstrate respect towards each other and their relations with others. They reject any form of disrespectful conduct and abstain from any activity that could be interpreted as disparaging, degrading, and threatening. GNWP Team members refrain from abusing their hierarchical, material, or social position in both word and deed and decisively strive to counter all forms of discrimination, particularly those relating to ethnic or religious background, gender, age, and language, illness or physical or mental disability. GNWP Team members must at all times be aware of and sensitive to cultural differences in communication and must at all times factor these into their communication. Moreover, Members of the GNWP Team must abstain from any incitement to violence or hatred. They will refuse to respond to conflict situations with violence and prefer nonviolent processes such as collaborative problem-solving and other positive techniques to conflict resolution.
4. **Prevention of sexual abuse, exploitation, and harassment.** GNWP implements a zero-tolerance policy for sexual abuse, exploitation, and harassment in the workplace, including in countries and communities wherein it implements programs and projects. It treats all

incidents seriously and promptly investigates sexual exploitation, abuse, and harassment allegations. Any person found to have sexually harassed another will face disciplinary action, including possible dismissal from employment. All sexual exploitation, abuse, and harassment complaints, including reports of lateral violence in a work environment, will be taken seriously, and treated with respect and confidence. No one will be victimized for making such a complaint. GNWP will apply the principle of restorative justice when possible and when applicable.

5. **Ecological concern.** As an integral part of its operations, GNWP is committed to adopting effective environmental practices that will manage environmental impact. All GNWP Team members adhere to environmental policies and regulations in all areas they work in and communities they go to. They minimize the use of energy and other natural resources, enable recycling and reuse of supplies and materials, and use non-polluting technologies.
6. **Anti-corruption.** GNWP has an Anti-Corruption Policy that enables the organization to monitor the adherence of all of its Team members worldwide actively and closely to the anti-corruption laws stated in the Policy. The Policy applies to all Team members and any other individual or entity acting for or on behalf of GNWP anywhere globally. All third parties, including agents, intermediaries, consultants, and partners, are informed about this Policy and must comply with this Policy and all applicable anti-corruption laws as a pre-requisite to act on behalf of or jointly with GNWP.
7. **Identifying unacceptable working conditions.** Any GNWP Team member who believes that an unsafe or unhealthy working condition exists in any GNWP workplace has the right and is encouraged to make a report of the unsafe or unhealthy working condition to GNWP's CEO or the Program Director present at the site of the program/project implementation, as well as the appropriate agency safety and health official and request an inspection of such workplace for this purpose.
8. **Use of drugs and alcohol.** GNWP Team members should report to work fit for duty and free of any adverse effects of illegal drugs or alcohol. Driving under the influence of drugs or alcohol is strictly prohibited. This policy does not prohibit concerned Team member from the lawful use and possession of prescribed medications. However, the s/he/they must consult with their doctors about the medications' effect on their fitness for duty

Reporting and Monitoring

If GNWP Team members and any other individual or entity acting for or on behalf of GNWP is aware of any conduct that violates these Guidelines, s/he has a responsibility to report it. S/he may report such conduct through normal reporting relationships to her/his supervisor. All such reports will be confidential and used only to address the specific problem reported. Such reports will be shared by GNWP management and other authorized individuals only on a need-to-know basis. Unless acting in bad faith, GNWP Team members and any other individual or entity acting for or on behalf of GNWP, will not be subject to reprisals for reporting information about potential violations.

GNWP will periodically audit and monitor compliance with these Guidelines and its policies through monitoring initiatives by third parties engaged by GNWP. All GNWP Team Members will be required to execute periodic Guidelines and Policy compliance certifications.