



## SCO VITAUKR

### Code of Conduct

#### Mission Statement:

Our organization is committed to empowering women and creating a safe, respectful, and inclusive environment for all. We are dedicated to supporting survivors, preventing incidents of sexual exploitation, abuse, and gender-based violence, and fostering awareness, resilience, and gender equity in Ukraine. Our code of conduct reflects our values and establishes clear guidelines for ethical behavior and responsible actions by all staff, volunteers, and partners.

#### 1. Respect for Dignity and Rights

- **Non-Discrimination:** Treat all individuals fairly, respectfully, and without discrimination based on gender, age, ethnicity, nationality, sexual orientation, religion, disability, or socioeconomic background.
- **Respect for Dignity:** Always protect the dignity, autonomy, and rights of those we serve and work with, recognizing survivors as individuals with unique needs and strengths.
- **Cultural Sensitivity:** Approach every interaction with sensitivity to cultural norms and values, ensuring that our work respects the cultural and language diversity within Ukraine and the communities we serve.

#### 2. Protection from Sexual Exploitation and Abuse (PSEA)

- **Zero Tolerance:** We enforce a zero-tolerance policy for all forms of sexual exploitation and abuse within our organization, among both our employees and partners. Sexual activity with children (persons under the age of 18) is prohibited. Sexual exploitation and abuse are a gross misconduct and ground for immediate termination of employment.
- **Duty to Report:** All personnel must immediately report any suspicion or allegation of sexual exploitation or abuse, whether it involves staff, partners, or any other parties. We ensure that reports are handled confidentially and that whistleblowers are protected.

- **No Exploitation for Services:** Under no circumstances should any services or assistance provided by our organization be conditional upon demands for sexual favors or any form of exploitation.
- **Boundaries in Relationships:** Romantic, sexual, or financial relationships between staff members and beneficiaries are strictly prohibited to prevent conflicts of interest and exploitation.

### **3. Commitment to Preventing Gender-Based Violence (GBV)**

- **Education and Awareness:** Educate our team, beneficiaries, and the broader community about GBV prevention and response, providing resources and tools to recognize and report GBV incidents.
- **Support for Survivors:** Offer compassionate, respectful, and confidential support to survivors, ensuring their autonomy in choosing the support services they wish to access.
- **Empowerment and Agency:** Work to empower women, girls, and vulnerable groups to have control over their lives and bodies, providing training and resources that foster self-confidence and economic independence.

### **4. Safe and Supportive Work Environment**

- **Respectful Workplace:** Foster a safe, supportive, and inclusive environment for our staff, partners, and volunteers. Any form of harassment, bullying, or inappropriate behavior is strictly prohibited.
- **Confidentiality:** Respect and maintain the confidentiality of beneficiaries, especially those who are survivors of GBV or other sensitive issues, ensuring their privacy is always protected.
- **Mental Health and Wellbeing:** Recognize the emotional toll of working with survivors and provide mental health resources and support to staff members, promoting a culture of self-care and resilience.

### **5. Accountability and Transparency**

- **Ethical Conduct:** Act with integrity, honesty, and responsibility, upholding the highest ethical standards in all actions and decisions.

- **Accountability for Actions:** Every staff member, volunteer, and partner is accountable for their actions. Any breach of this code of conduct will result in appropriate disciplinary actions, including potential termination or removal from partnerships.

- **Transparency in Reporting and Handling Complaints:** Ensure that all reports of misconduct or violations are investigated promptly, impartially, and transparently, with appropriate actions taken to address confirmed incidents.

## 6. Continuous Training and Improvement

- **Regular Training:** Engage all staff, volunteers, and partners in ongoing training on PSEA, GBV, gender sensitivity, and cultural awareness to reinforce ethical standards and promote awareness.

- **Feedback Mechanisms:** Encourage open communication and feedback from staff, beneficiaries, and the community to improve policies, practices, and our overall impact.

- **Monitoring and Evaluation:** Conduct regular assessments and evaluations of our programs and conduct, adjusting strategies as necessary to ensure that our services remain safe, effective, and aligned with best practices.

## Acknowledgment of Code of Conduct

All employees, volunteers, and partners are required to acknowledge this code of conduct and commit to upholding its principles. Together, we aim to foster a safe, respectful, and empowering environment for women and all community members in Ukraine.

### Signed by

Head of SCO VItaUkra

Helen Iampolska



5th of March 2023