so they can

SO THEY CAN CODE OF CONDUCT

Applicable to all staff, volunteers and contractors

As a So They Can contractor, employee or volunteer you must fully comply with the following Code of Conduct in your day-to-day work at all times. If you are uncertain of how the Code applies to you, please discuss this with your Supervisor or where not practicable the Country Manager or CEO immediately.

Under the Code So They Can has adopted the following as our core values and commitments:

Honesty and integrity: So They Can sees honesty and integrity as necessary for being accountable to sponsors, donors, partners, communities, and the children, families and communities it serves. All So They Can employees, volunteers or contractors must be forthright, transparent, and accurate in their dealings with others; accurate and honest in their communications; and avoid involvement in crime, corruption or practices that could tarnish the reputation of So They Can or impair its work.

Cultural sensitivity: So They Can values cultural diversity and expects everyone associated with it to be sensitive to the ways in which their own behavior, dress, and practices may be offensive to local people. All So They Can employees, volunteers or contractors should demonstrate among themselves and with others an appreciation of the values and practices of different ethnic and religious groups. They should be aware of local cultural beliefs and norms, respect safe local practices such as norms of dress and behavior, and avoid demeaning local people and customs.

Dignity and respect: So They Can views every child, fellow workers, and the governments, communities and families it works with as entitled to treatment with dignity and respect.

Confidentiality and informed consent: So They Can works in an ethical manner that respects the principles of confidentiality and informed consent.

International human rights: So They Can supports international human rights standards, especially the UN Convention on the Rights of the Child and its Optional Protocols, and views So They Can programs as a means of helping to fulfill children's rights.

Humanitarian principles: So They Can sees its work as humanitarian and seeks to adhere to principles such as nondiscrimination, child protection, Do No Harm, gender equity, and neutrality, that is, not taking sides or playing favorites in a conflict.

Accountability/stewardship: All So They Can employees, volunteers or contractors must be transparent, honest, and lawful in all financial matters; exercise moral and legal responsibility; and show good stewardship in managing sponsors', donors' and partners' resources.

Sexual conduct: All So They Can employees, volunteers or contractors must create a work environment free of sexual harassment. They must not abuse their power and authority by tacitly or explicitly demanding sex from a subordinate or from a beneficiary or by engaging in other forms of sexual exploitation. Relationships that are based on a tacit or explicit abuse of power will be regarded as violations of this Code. All So They Can staff, contractors and volunteers must comply with So They Can Sexual harassment and bullying policy included in this manual.

Promote human rights: All So They Can employees, volunteers or contractors must respect human rights, including children's rights, gender equity, and nondiscrimination. Expressly prohibited are discrimination, harassment, sexual harassment, and exploitation, including sexual exploitation. All So They Can staff, contractors and volunteers must comply with So They Can Child Protection, Gender Equality and Women Empowerment, Disability inclusion and Sexual harassment and bullying policies included in this manual.

Reporting: All So They Can employees, volunteers or contractors are obligated to report violations of the Code to their Supervisor or where not practicable the Country Director or the CEO and as required by local law.

Any alleged breaches of this Conduct will be the subject of investigation by So They Can. For the avoidance of doubt, all So They Can employees, volunteers and contractors must abide by all applicable obligations (including those stated or implied by this Code, and required by So They Can and those required by law) even when these are not explicitly stated in this Code of Conduct.

Regular audits and exception reporting will be done to ensure that this Code of Conduct is being adhered to.